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Erie, County Of And lbt Local 264
(Sheriffs Department Unit)

CO
PEP

Signed
9/1/02

COLLECTIVE BARGAINING AGREEMENT

BY AND BETWEEN

**THE COUNTY OF ERIE
AND
THE SHERIFF OF ERIE COUNTY**

AND

**TEAMSTERS LOCAL 264
I.B. OF T.C.W.
AND
H. OF A.**

2000-2001-2002-2003

RECEIVED

SEP 18 2002

**NYS PUBLIC EMPLOYMENT
RELATIONS BOARD**

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STATEMENT OF PURPOSE

This Agreement entered into by the County of Erie, New York, and the Sheriff of Erie County, co-employers, hereinafter referred to as the "Employer" and Teamsters Local 264, International Brotherhood of Teamsters, Chauffeurs, Warehousemen, and Helpers of America, hereinafter referred to as the "Union" has as its purpose the promotion of harmonious relations between the Employer and the Union; the establishment of an equitable and peaceful procedure for the resolution of differences; and the establishment of rates of pay, hours of work, and other conditions of employment.

ARTICLE 1 **RECOGNITION**

SECTION 1.1: The Employer recognizes the Union as the sole and exclusive Bargaining Agent for the purpose of establishing salaries, wages, hours, and other conditions of employment and the administration of grievances arising thereunder for the term of this Agreement for all Erie County Sheriff's Department employees in all classifications reflected in Schedule "A" as determined by the New York State Public Employment Relations Board to be in the bargaining unit.

ARTICLE 2 **MANAGEMENT RIGHTS**

SECTION 2.1: Except as expressly limited by other provisions of this Agreement, all the authority, rights and responsibilities possessed by the Employer are retained by it, including, but not limited to the right to determine the mission, purposes, objectives and policies of the Employer; to determine the facilities, methods, means and number of personnel for the conduct of Employer programs; to administer the merit system including the examination, selection, recruitment, hiring, appraisal, training, retention, promotion, assignment, or transfer of employees pursuant to law; to direct, deploy and utilize the work force; to establish specifications for each class of positions and to classify or reclassify, and to allocate or reallocate new or existing positions in accordance with law; and to discipline or discharge employees in accordance with law and the provisions of this Agreement.

ARTICLE 3 **PLEDGE AGAINST DISCRIMINATION AND COERCION**

SECTION 3.1: The provisions of this Agreement shall be applied equally to all employees in the bargaining unit without discrimination as to age, sex, marital status, race, color, creed, national origin or political affiliation. The Union shall share equally with the Employer the responsibility for applying this provision of the Agreement.

SECTION 3.2: In connection with the equal employment opportunity program of the United States, the Employer pledges its full support to executive order 11246 of September 1965 as amended by executive order 11375 dated October 13, 1968, in continuing its well established policy to provide equal employment opportunities for all individuals on the basis of qualifications and merit without regard to race, color, creed, age, sex, religious affiliation or national origin, which policy the Union enthusiastically endorses.

SECTION 3.3: All references to employees in this Agreement designate both sexes and wherever the male gender is used it shall be construed to include male and female employees.

SECTION 3.4: The Employer agrees not to interfere with the rights of employees to become members of the Union, and there shall be no discrimination, interference, restraint or coercion by the Employer or any Employer representative against any employee because of Union membership or because of any lawful employee activity in an official capacity on behalf of the Union.

SECTION 3.5: The Union recognizes its responsibility as Bargaining Agent and agrees to represent all employees in the bargaining unit without discrimination, interference, restraint or coercion.

SECTION 3.6: The Union agrees that it will not interfere with, coerce, or intimidate any of the employees into joining the Union. The Union recognizes that no employee is required to join the Union and every employee has the right to join or refrain from joining the Union.

ARTICLE 4

NO STRIKE CLAUSE

SECTION 4.1: The Union recognizes the status of the Erie County Sheriff's Department employees as "public employees" and the provisions of law applicable thereto.

SECTION 4.2: The Union shall not engage in a strike, nor cause, instigate, encourage or condone one. In the event a strike or work stoppage occurs, the Union shall exert its best efforts to prevent and terminate the same.

SECTION 4.3: No lockout of employees shall be instituted by the Employer during the term of this Agreement.

ARTICLE 5

DUES CHECK OFF AND AUTHORIZATION

SECTION 5.1: An employee desiring to become a member of the Union may execute a written authorization in the form annexed hereto as Schedule "B". Upon receipt of the authorization from an employee, the Employer shall, pursuant to the authorization, deduct from the employee's wages, dues, each pay period.

SECTION 5.2: The Employer following each pay period from which those deductions are made will transmit the amount so deducted to the Union within thirty (30) days. All transmittals shall be sent out by a listing of the members from whom the deductions have been made and the amount deducted from each to:

**TEAMSTERS LOCAL 264
35 TYROL DRIVE
CHEEKTOWAGA, NEW YORK 14227**

SECTION 5.3: The Union shall certify to the Employer in writing the current rate of membership dues and shall give the Employer thirty (30) days notice prior to the effective date of any changes.

SECTION 5.4: A deduction authorized by any employee shall continue as long as so authorized unless and until such employee notifies the Personnel Commissioner of the County of Erie of his desire to discontinue or to change such authorization in writing and by registered mail and the Employer shall forward a copy of the employee's notification to the Union.

SECTION 5.5: The Employer further agrees to grant to the Union an exclusive payroll deduction of premiums for an employee organization sponsored insurance program.

SECTION 5.6: "Agency Shop" - Agency Shop fee deductions, of an equal amount to Union membership dues, shall be continued for the term of this Agreement. Such amount shall be deducted from an employee's wages each pay period and shall be transmitted at the same time and to the same office as set forth in Section 5.2 above. The Union agrees to hold the Employer safe and harmless because of said deduction.

SECTION 5.7: If, through inadvertence or error, the Employer fails or neglects to make a deduction which is properly due and owing from a bargaining unit member's pay check, such deduction shall be made from the next pay check of the bargaining unit member and submitted to the collective bargaining representative, bargaining unit member or any party by reason of the requirements of this article of the Agreement for the remittance or payment of any sum other than that constituting actual deductions made from employee wages earned.

ARTICLE 6

BULLETIN BOARDS

SECTION 6.1: The Employer agrees to provide space and the Union agrees to purchase bulletin boards approximately 3' by 3' in size for the exclusive use of the Union to post notices and other Union information excluding any information of an inflammatory nature, at each of the following work installations:

- a) 10 Delaware Avenue
1st Floor - Payroll
- b) Holding Center
Deputies Locker Room, "at time clock"
Clerk's Office
Outside of lunch room
- c) County Court - 2nd Floor - Reserve Room
Deputies Room - 3rd Floor - Lunch Room City Court
Deputies Room - 9th Floor

- d) 134 W. Eagle Street
4th Floor - Lunch Room
4th Floor - Civil Division
- e) E.C.M.C.
9th Floor lockup
- f) Communications - Chestnut Ridge
- g) Erie County Correctional Facility Lunch Room for ECSD's

ARTICLE 7

ACCESS TO PREMISES

SECTION 7.1: The Employer agrees to permit no more than four representatives of the International Union, and/or Local Union to enter the premises of the Employer at any hour after permission from the Division Head or his designee has been granted for individual discussions of working conditions with employees and the administration of the Collective Bargaining Agreement, provided such representatives or the discussions do not unduly interfere with the performance of duties assigned to the employees.

ARTICLE 8

NOTIFICATION OF NEW EMPLOYEES

SECTION 8.1: The Employer, through the County Personnel Office agrees to submit to the Union at least every six weeks, if necessary, the list known as "Personnel Changes" of new employees hired, their division, their job classification, home address, and whether their employment is on a permanent, provisional, seasonal, or temporary basis.

ARTICLE 9

HOURS OF WORK

SECTION 9.1: Regular Hours - The regular hours of work each day shall be consecutive. References to consecutive hours of work in the balance of this Article shall be construed to include lunch periods.

SECTION 9.2: Work Week - The normal work week shall consist of five (5) eight (8) hour days with two (2) consecutive days off, except as otherwise provided in this Agreement. (See Schedule "E")

SECTION 9.3: Shift Change -

- a) No employee shall have a shift schedule or day off schedule changed for the purpose of avoiding a payment of overtime.
- b) Where the Employer feels that circumstances necessitate a shift change then notice of such a change shall be given to the employee no less than seventy-two (72) hours in advance of the start of the shift such changed work schedule is to commence.

SECTION 9.4: Work Schedules Showing Employee Shifts - Work shifts, days and hours shall be posted on all appropriate bulletin boards at all times and shall be posted on the preceding Thursday of each work week. In the event such schedule is not posted by Thursday, the Sheriff or his designee shall be responsible for notifying any employee whose schedule is changed from the regular schedule for the coming week.

SECTION 9.5: Rest Periods - All office clerical, kitchen and cleaning employees shall be entitled to a fifteen (15) minute rest period during each one-half (1/2) shift.

SECTION 9.6: Lunch Periods and Meals - All employees covered by this Agreement shall have a paid lunch period of at least one-half (1/2) hour. It is agreed that lunch periods must be taken within the scope of the employee's duties and any employee may be required to stay on his post.

SECTION 9.7: Summer Hours -

a) All civilian (non-sworn) employees shall be eligible for summer hours. Anyone not able to work summer hours shall receive three (3) compensatory days off in lieu of summer hours and in accordance with existing policy.

b) All sworn employees who do not receive summer hours shall be given two (2) compensatory days off if the employee works 50% of the summer days in question. Time off for extended sick leave or line of duty shall not be considered time worked for purposes of this section.

ARTICLE 10 **REPORTING TIME**

SECTION 10.1: Show Up Time - Any employee reporting to work shall receive a minimum of three (3) hours pay at the employee's appropriate rate of pay.

SECTION 10.2: Court Time -

a) Any employee who, in connection with his duties is required to appear in any court or before any regulatory or administrative agency at any other time than his regularly scheduled work period shall receive a minimum of three (3) hours pay at time and one-half for the first court appearance and a minimum of two (2) hours for the second additional appearance in a different court on the same day. After the second appearance, actual time spent in court shall be paid.

b) No employee shall be eligible for court appearance pay for any appearance that is made while on vacation time, comp time or personal leave time unless said time off has been approved prior to receiving the court appearance notification. Further, no employee may appear in court while on sick leave unless prior approval has been obtained from the court liaison officer or the employee's respective Division Head or his designee.

SECTION 10.3: Jury Call In Pay - Deputy Sheriff Officers who are assigned to the Jury Lock Up Standby Detail and who are required to report back for such duty shall be guaranteed a minimum of three (3) hours pay at the rate of time and one half of the employees regular hourly rate of pay.

SECTION 10.4: Overtime -

- a) Employees requested to work overtime will receive time and one-half such employees straight time hourly rate for all hours worked in excess of eight (8) hours in any work day or in excess of forty (40) hours in any work week. Excluded from computations of eight hours per pay and forty hours per week to be worked for the purposes of the overtime premium of one-half (1/2) is all sick leave.

Note: This improvement must be negotiated at the expiration of this agreement and will not be protected by the Tri-Borough Decision.

- b) All overtime worked shall be paid promptly and no later than the next payroll check.

SECTION 10.5: Distribution of Overtime - So far as is practicable, without reducing efficiency of work performance of the need to the department, opportunities to perform overtime work shall be distributed as equally as possible among the employees working that present shift in the needed job classifications, provided the employees are qualified to perform the overtime work required. The method and requirements for distributing overtime shall be as follows:

1. Work in progress shall be completed by the employee performing the work at the time the determination was made that overtime was necessary, regardless of such employee's seniority or amount of previous overtime. It is understood that such overtime is mandatory and may not be refused.
2. Overtime work shall be offered to employees working the present shift on the basis of seniority and shall be equitably distributed among employees who normally perform such work. Each employee shall be selected in turn according to his place on the seniority list for that shift by rotation, provided, however, that the employee whose turn it is to work possesses the qualifications and ability to perform the work required, as determined by the Sheriff.
3. An employee requesting to be skipped when it becomes his turn to work overtime shall not be rescheduled for overtime work until his name is reached again in orderly sequence and an appropriate notation shall be made on the overtime roster.
4. In the event no employee wishes to perform the required overtime work, the Employer shall rotate the assignment of such required work by the use of inverse departmental seniority to assign the necessary employees to perform the work in question. However, it is understood that an employee can not be forced for overtime on the day prior to taking an approved vacation of five (5) days or more including the RDO's preceding said vacation.
5. In an emergency which is determined by the Sheriff in his sole discretion such overtime may not be refused.
6. If an employee is skipped or denied an opportunity for overtime work in violation of this Agreement, upon giving formal notice of same in writing and upon verification, he shall be given preference to elect overtime regardless of seniority or amount of overtime previously worked when it becomes available to his shift.

7. Should any employee refuse overtime work when it "may not be refused" (Section 10.5, #1 or #5) he shall subject himself to disciplinary action.
8. No employees in the department shall be allowed to work voluntary overtime while on vacation.
9. An overtime roster shall be available for inspection by employees and/or union representatives, upon request, within a reasonable amount of time after the request is received. Employees and union representatives shall keep such request to a reasonable number. If the Business Representative of Local 264 requests a copy of the overtime roster each month, a copy will be made available for posting by the union, if they so desire.
10. Employees required to seek medical treatment as a result of an injury while on the job, will be paid up to a maximum of four (4) hours if said medical treatment goes beyond the completion of their tour of duty.

SECTION 10.6: Probationary Period -

- a) Every new employee who is appointed to fill a permanent position shall be subject to a probationary period of not more than twenty-six (26) weeks, excluding training period and any authorized or unauthorized leaves in excess of an aggregate of ten (10) work days during the probationary period. Upon completion of the probationary period the appointee will be granted all of the rights and privileges of permanent status employees. New employees who successfully complete their probationary period shall be entered on the seniority list retroactive to their initial date of hire.
- b) The Union shall represent all probationary employees for the purpose of collective bargaining in respect to wages/salaries, hours and other conditions as set forth under Article 1 of this Agreement, except in proceedings for discipline and discharge.

SECTION 10.7: Seniority - Seniority as utilized in this Agreement for all purposes other than layoffs shall be defined in accordance with the following:

- a) New employees or lateral transferred employees who become members of the Sheriff's Department shall have their seniority begin with the first date of service in the Sheriff's Department.
- b) Employees of the Sheriff's Department who go from a non-sworn capacity to a sworn capacity or visa versa or who transfer from Deputy Sheriff - Criminal to Deputy Sheriff - Officer for whatever reason shall have their seniority for all purposes other than layoff and recall, vacation and sick leave accrual or assignment to salary steps begin with the first date of service in the new job title.

- c) New employees who have prior service with the County, and who become members of the Sheriff's Department shall have their seniority for purposes of retention, amount of vacation and sick leave credit accruals and assignment of salary steps determined pursuant to Sections 70 and 80 of the Civil Service Law or any other applicable statute. For purposes of vacation selection, shift and job assignment bids and RDO selection seniority shall begin with the first date of service in the Sheriff's Department to the extent permitted by law.
- d) When multiple employees are hired on the same day, seniority ranking shall first be determined by test scores, if the test scores are the same, the tie breaker shall be social security numbers using the last two (2) digits of the social security number, with the most senior being the individual with the lowest numerical value (ie: 01 more seniority than 99).
- e) Every six (6) months the Employer agrees to furnish the Union an up-to-date seniority list showing the continuous service of each permanent employee within the department. The seniority lists will show the names, job classifications, division and date of hire of all employees entitled to seniority.
- f) It is agreed and understood that where applicable, Civil Service Law will supersede the seniority defined above in all competitive class positions.

SECTION 10.8: Breaks in Continuous Service - For the purpose of seniority an employee's continuous service record shall be broken by voluntary resignation, discharge for just cause and retirement. If an employee returns to work in the same job title within one year, the break in continuous service shall be removed from his record.

ARTICLE 11

WORK FORCE CHANGES

SECTION 11.1: Promotions -

- a) The Employer shall promote to competitive class positions pursuant to New York Civil Service Law, as amended from time to time.
- b) Supervisory promotions, employees who are promoted to the following titles only shall be promoted from the step they are in at the time of promotion to the same step in their new salary grade.
 - 1) Captain
 - 2) Lieutenant
 - 3) Sergeant (Including Technical Sergeants)
- c) Effective January 1, 1996, all promotions in non-sworn positions shall be step-to-step from the fifth (5th) step onward. This shall not apply to movement from non-sworn to sworn positions or movement within non-sworn titles that are not part of the same promotional family.

SECTION 11.2: Command Assignment Procedure -

- a) Any employee who is assigned or promoted to command positions and/or titles shall immediately, upon assignment or promotion, be informed of the duties and responsibilities of the command assignment by the proper authority. It shall be the obligation of any person performing the duties and responsibilities of command for a period of at least sixty (60) days to know his duties and responsibilities.
- b) Sergeants, Lieutenants and Captains who bid on an assignment, shift choice shall have their bids considered on the basis of seniority (see c below) specialized training and career development. However, the final authority for any such assignment shall rest with the Sheriff.

c)	<u>TIME IN GRADE</u>	<u>TIME IN SERVICE</u>
RDO's (regular day off)		X
ASSIGNMENT (shift)		X
OVERTIME (preference)		X
VACATION (preference)		X
LAYOFF	(Subject to civil service law)	
RETRENCHMENT	(Subject to civil service law)	

Note: 1. Provisional status time may be in aggregate.

2. Section 80 & 81 New York State Civil Service Law applies.

- d) When using the term "time in grade" it shall be defined as the length of service from the date of contingent permanent appointment. If the contingent permanent date of is the same, the tie breaker shall be test scores, if the test scores are the same, the time breaker shall be social security numbers pursuant to Article 10, Section 6(b). The parties have agreed that when the contingent permanent appointment date is the same, departmental seniority among the affected employees shall determine who shall have the next permanent appointment.

SECTION 11.3: Demotion -

- a) An employee who is relegated back to his previous job from a higher classification to which he was provisionally appointed because of his inability to prove to the Employer that he was able to fulfill the standards of the job, or pass a Civil Service examination required for permanent appointment to that job, or who voluntarily relinquishes such job, shall not be considered as demoted.

- b) An employee who is relegated back to his previous job from a detail assignment shall not be considered as demoted.

SECTION 11.4: Temporary Assignments - An employee temporarily assigned to a higher level encumbered position during a continuance of a temporary emergency not in excess of fifteen (15) consecutive days of actual work by such employee in the higher level position shall not be eligible for a salary increase. This includes assignments for vacation substitutes and for training purposes. Effective on the 16th consecutive day of actual work by such employee in the higher level position, the employee will be paid at the new rate until his return to his prior assignment. However, if the assignment is to an encumbered position from which the incumbent is on authorized leave without pay, such employee will be eligible for the new rate immediately upon actually assuming the assigned position.

SECTION 11.5: Lay-Off -

- a) In the event the employer plans to layoff employees for any reason, the employer shall make a good faith effort to meet with the Union to review such anticipated layoff at least thirty (30) days prior to the date such action is to be taken.
- b) The employer shall forward a list of those employees being laid off to the Local Union on the same date that the notices are issued to the employees.
- c) The employer shall give 21 calendar days notice of layoff. This applies to employees who are initially laid off because their position has been abolished and not to any employees who are retrenched as the result of any bumping procedures under this Agreement, or for competitive class employees, the New York State Civil Service Law.
- d) When a permanent employee in the competitive class is to be laid off, Section 80 and other pertinent sections of the Civil Service Law will be invoked and will govern the layoff procedure of such employees.
- e) When any other employee in the non-competitive class or labor class is to be laid off, due to a reduction in the work force, it is understood the employee with the least amount of seniority in the job title affected shall be the first laid off.

SECTION 11.6: Lay-Off Procedure -

- a) The layoff of permanent employees in the competitive class will be governed by Section 11.5(d) above.
- b) For non-competitive class and labor class positions.
 - 1. Before any permanent incumbent in any job title is laid off in any department, all part-timers, then temporary, then probationary employees (excluded are per diem employees) in that department in the same title shall be first laid off in that order.
 - 2. Where there is a layoff in a specific job title (and no part-time, temporary, provisional or probationary employees are involved), the employee with the lowest seniority in that job title shall be laid off first.

3. If the employee who is laid off has previously held another job title in the Department he shall have the right to bump the least senior employee in that job title, seniority permitting. An employee bumped in accordance with this paragraph shall be laid off.
 4. If the bumping process fails to produce a work opportunity said employee shall be laid off.
 5. Total departmental seniority will govern with respect to layoffs and recall in any job title.
- c) The employer will be liable for any error on a separation of layoff from the date of the error. If, however, the employee discovers the error and fails to file a grievance, the employer will be liable only from the date a grievance is filed.

SECTION 11.7: Recall -

- a) The recall of all competitive class employees in the bargaining unit shall be pursuant to Sections 80 and 81 of the New York Civil Service Law as amended from time to time.
- b) The recall of employees in the non-competitive class or labor class shall be pursuant to inverse seniority (last laid off - first to return).
- c) Notice of recall shall be sent to the employee at his last known address by certified mail. If any employee fails to report for work within fifteen (15) days from the date of mailing of notice of recall he shall be considered a quit. Recall rights for an employee shall expire after a period equal to his seniority, but in no case more than three (3) years from the date of layoff. Written notice of expiration of recall rights shall be sent to the employee at his last known address by certified mail.
- d) No new employee shall be hired into a particular job title until all employees on lay off status in that job title desiring to return to work have been recalled.

SECTION 11.8: Consolidation or Elimination of Jobs - The Employer will give twenty-one (21) days notice of any consolidation or elimination of jobs to the Union and provide the Union an opportunity to discuss the placing of the affected employees within the department.

SECTION 11.9: Transfers -

- a) Where an employee is transferred involuntarily to another shift or division he shall be entitled, upon his request, to have the reason therefore stated in writing and with full particularity, which statement shall become part of his personnel file. Such transfers shall be done by inverse seniority only, and the phrase, "for the good of the service" shall not constitute an adequate or sufficient reason for such transfer.
- b) Employees reassigned involuntarily to another position within the same division shall be entitled, upon request, to have the reason therefore stated in writing. This statement shall then become part of the employee's personnel file. The employee shall not have the right to grieve the response received. In any case, the employee shall receive the necessary training and equipment to properly perform the duties assigned to him.

SECTION 11.10: Assignment Preference -

- a) For the purpose of Article 11, Section 11.10(b), an assignment shall be defined as the particular job duties to be performed by an employee within any general job title, said job titles being listed in schedule "A" of this Agreement.
- b) It is agreed that assignment requests may be made only for the following particular job assignments.
 - 1) Transportation (Schedule "L" per memorandum dated 1/19/01)
 - 2) Intake Deputy
 - 3) Lobby
 - 4) Visiting Detail
 - 5) Booking
 - 6) Infirmary: 7:30am - 3:30pm
 3:30pm - 11:30pm
 11:30pm - 7:30am - Delta North & East
 - 7) ECMC Lock Up
 - 8) Law Library
 - 9) Linen Room
 - 10) Civilian competitive and non-competitive positions
 - 11) Courts Division – "Starting times"
 - 8:15am - 4:15pm
 - 8:30am - 4:30pm
- c) Civilian employees may bid for positions when a vacancy occurs or is created in the same job title on the same shift. The Sheriff shall consider all such bids, however, it is agreed that the acceptance or rejection of any such bid shall be at the exclusive discretion of the Sheriff.
- d) Management shall honor and fill assignment requests in accordance with seniority and pursuant to the procedures set forth in (e-g) below.
- e) If a permanent vacancy occurs or is created in an employee's same job classification resulting in a vacancy in one of the job assignments listed in (b) above such assignment shall be posted throughout the division on all official bulletin boards and shall contain the shift, days off (when identified by the assignment) of the vacancy to be bid with such posting to be available to employees for a ten (10) calendar day period.
- f) This section shall apply only when a permanent vacancy occurs in one of the above listed job assignments and only if the Employer determines to fill the permanent vacancy.
- g) No employee may utilize this process again for at least one (1) year from the date of assignment change. Employees must also have two (2) years of continuous service with the Sheriff's Department to be eligible for assignment requests.

SECTION 11.11: Shift Preference -

- a) This section shall apply only to vacancies not included in Article 11, Section 10(b). Whenever a permanent shift vacancy occurs or is created, if the Employer determines to fill the vacancy and maintain such job assignment on the shift, an announcement of the vacancy shall be posted on all official Departmental Bulletin Boards for a period of ten (10) calendar days. During said ten (10) calendar day period employees may bid to the posted shift vacancy. If two or more eligible employees bid for the position the employee with the greatest length of seniority shall be given preference. Civilian competitive and non-competitive employees are included in this Section.
- b) It is understood that upon completion of the bidding process the employee filling the vacancy bid open shall exercise his/her departmental seniority at that time in conjunction with all other employees on the shift in the selection of RDO's (Regular Days Off).

ARTICLE 12
HOLIDAYS

SECTION 12.1: Holidays Recognized and Observed - The following days shall be recognized and observed as paid holidays:

New Year's Day
Martin Luther King Day
Patriot's Day
Good Friday
Memorial Day
Independence Day
Labor Day
Columbus Day
General Election Day
Veteran's Day
Thanksgiving Day
Christmas Day

SECTION 12.2: Whenever any of the holidays listed above fall on Saturday, the preceding Friday shall be observed as the holiday. Whenever any of the holidays listed above shall fall on Sunday, the succeeding Monday shall be observed as the holiday.

SECTION 12.3: In those divisions of the department which are responsible for twenty-four (24) hour coverage, the Holidays of New Year's Day, July 4th and Christmas for purposes of Holiday pay shall be the actual calendar date rather than the date celebrated.

SECTION 12.4: An employee who works on a holiday (those listed in Section 12.1 or in conjunction with Sections 12.2 or 12.3 shall be paid at their rate of one and one-half (1 1/2) for all hours worked or receive compensatory time at the same rate.

SECTION 12.5: Employees who are scheduled off because of the observance of a holiday will receive only their regular pay for that day. It is understood the scheduling off (forced off) of employees on a holiday shall be done on rotation basis (inverse seniority).

SECTION 12.6: An employee must have worked his last scheduled work day prior to the holiday and his first scheduled work day after the holiday to receive compensation for the holiday, unless he was excused by the Sheriff. It is understood that the Sheriff has sole discretion in determining whether or not such absence is excusable, whatever the nature of the absence. A doctor's certificate for sick leave taken the work day before or after a holiday would be considered acceptable evidence of excusable absence in line with Article 15 Section 15.5(b).

ARTICLE 13 **VACATIONS**

SECTION 13.1: Vacation credits will accrue and be available for use on a bi-weekly pay period basis for full-time employees after the first pay period of employment providing they are on a compensable pay status for 40 or more hours (5 or more working days) each pay period. An employee on paid leave status (ie: bereavement day(s), personal leave day(s), jury duty, union leave, sick leave day(s), 207c/LDI, and vacation day(s)) or full pay status will be considered as time worked in determining vacation credits.

SECTION 13.2: Credits for length of service shall be granted to each employee on January 1 of each year in accordance with the following schedule:

<u>Length of Service</u>	<u>Rate Per Pay Period</u>	<u>Rate Per Year</u>
From date of employment through completion of two years	3.08 hours	10 days
From 2nd year anniversary through completion of nine years	4.62 hours	15 days
From 9th year anniversary through completion of sixteen years	6.16 hours	20 days
From 16th year anniversary through completion of twenty-five years	7.70 hours	25 days
From 25 year anniversary through all successive years of service	9.23 hours	30 days

SECTION 13.3: Employees will become eligible for payment of earned vacation credits after their first anniversary date of employment. Thereafter, an employee may be granted his yearly vacation credits as set forth Section 13.2 above at any time during the calendar year in which his successive anniversary dates fall, with the understanding that vacation credits can only be used after it has been earned and no employee can run a vacation credit deficit.

SECTION 13.4: Effective 1-1-02 vacation pay shall be the regular straight time rate of pay in effect for the employee's regular position at the time he takes his vacation. The vacation pay shall also include shift differential if applicable and line up time at the appropriate time and one-half (1 & ½) rate.

SECTION 13.5: An employee will be granted his vacation credits in units of no less than one (1) week unless a lesser period of time is mutually agreed to by the Sheriff or appropriate Division Head and the employee.

SECTION 13.6: An employee may be granted one (1) day's vacation or a partial day's vacation, work requirements permitting, if approved by the appropriate Division Head. It being further understood that any such changes will not affect other employees whose vacation schedules have been previously approved, notwithstanding the foregoing in an emergency situation, all vacations are subject to change or cancellation by the Sheriff.

SECTION 13.7: If a holiday occurs during an employees vacation, the holiday shall not be charged against vacation credits.

SECTION 13.8: An employee who fails to utilize vacation credits in the year he is eligible to take them, shall be permitted to accumulate up to a maximum of twenty (20) vacation days in a vacation bank.

SECTION 13.9: An employee with the greatest departmental seniority by shift shall be given their choice of vacation periods, subject to the following paragraph:

- a) It is understood that the Sheriff may limit to two (2) weeks the length of vacation any employee takes at one time; that he may limit the number of employees on vacation at any one time, that he may designate certain dates as periods during which no vacations may be scheduled and that he may alter or change vacation assignments if an emergency arises.
- b) Holding Center Division selection see Schedule "H".
- c) Court Division selection see Schedule "I".

SECTION 13.10: Vacation schedules shall be posted in each division during the first week of January of each year. Employees are required to make their selection when notified by their supervisor or department head. The selection processing for all employees in the various departments, for the year in question, must be completed no later than February 15th of each year. Employees will receive notification relative to their vacation request no later than March 1st. Employees may cancel their vacations only with the approval of the Division Heads and if approval is given the vacation period will be posted for possible use by other employees on the same shift.

SECTION 13.11: If an employee is promoted or transferred to another County department, vacation credits will be transferred.

SECTION 13.12: An employee who resigns, retires, or is laid off prior to taking his vacation, shall be compensated for the accumulated vacation credits. The employee's estate will receive compensation for an employee's unused vacation in case of the death of an employee.

SECTION 13.13: An employee who is on layoff or is terminated for just cause will be paid for the vacation credits accumulated by him during the employee's current calendar year and all other vacation credits in the employee's bank, if any.

SECTION 13.14: A leave of absence without pay or a resignation followed by reinstatement to the same job title in the County Service within one (1) year shall not constitute an interruption of services for the purpose of this provision, provided, however, that the period of leave without pay between resignation and reinstatement, shall not be counted in determining vacation credits per year or rate per month.

ARTICLE 14

PAID LEAVES

SECTION 14.1: Bereavement Pay - An employee who has a death in the immediate family (parent, spouse, brother, sister, children, grandparents, grandchildren, parent-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, stepchildren, foster child, stepparent or other relative who is an actual member of the employee's household) shall be given time off without loss of pay up to a maximum of five (5) consecutive calendar days from and including the date of death. However, if the death occurs after the employee reports to work, that day will not be counted as one of the five (5) consecutive calendar days and upon giving appropriate notice, such employee will be allowed to leave for the remainder of the shift without loss of pay.

SECTION 14.2: Personal Leave

- a) Full-time employees including temporary and provisional personnel will become eligible for and receive four days personal leave after one year of continuous service and also become eligible for and receive the same allowance for each succeeding year of employment providing they are on a compensable salary and wage basis for at least six months of continuous service in the preceding anniversary year and otherwise meet all eligibility requirements.
- b) Personal leave is not cumulative from year to year. Unused personal leave credit shall be added to an employee's accumulated sick leave bank at the end of the employee's anniversary year. This addition does not extend the permissible accumulation of sick leave beyond the maximum 225 days.

- c) In order for the Sheriff or his designee to arrange for adequate work coverage, applications for personal leave must be filed by an employee on a prescribed form with the Sheriff or his designee in accordance with Schedule "F" for Holding Center Division Deputies, Schedule "G" for Court Division Deputies and all other employees to submit, at least five working days in advance, when the requested time is for four days and three working days in advance when the request is for three days or less. In case of emergency, the five or three days of advance notice may be waived by the Sheriff or Undersheriff within their sole discretion. It is understood by and between the parties that the granting of any Personal Leave is dependent upon the manning requirements of the department. All requests must receive the approval of the Sheriff or his designee and shall not be granted in less than one-half day units.
- d) In cases of reinstatement into the same position within one year or transfers to another position within the bargaining unit, unused personal leave/credits shall be restored or transferred.

SECTION 14.3: Jury Duty -

- a) On proof of the necessity of jury service or attending Court for other than personal matters and upon written proof of such service or attendance in court, employees shall be excused, with pay, from regularly scheduled work as regulated by (b & c) of the Section.
- b) Employees shall be excused with pay from any regularly scheduled work hours which fall during actual jury duty service or court attendance. Employees shall also be excused with pay from any regularly scheduled work which falls during the eight (8) hours immediately preceding and/or immediately following actual time served on jury duty.
- c) Employees required to serve jury duty who would normally work on Saturday and/or Sunday shall have the work week changed to reflect the day or days as days off while the jury duty continues.

SECTION 14.4: Union Leave - Members of the Union who are elected or designated to attend any Convention, Seminars, Educational Forums and/or official meeting of the Local Union Executive Board or official meeting of the Executive Board of the International Union, shall be permitted to attend such functions and be granted the necessary time off work permitting without loss of either time or pay provided that the total said time is not in excess of forty-five (45) work days in any calendar year and further provided that a request for such leave is made by the Union in writing to the Sheriff or his designee no less than five (5) calendar days prior to the date that the particular function is scheduled. Any request for such union leave shall not be unreasonably withheld.

SECTION 14.5: Civil Service Examinations - When an employee is scheduled to work, he shall be allowed a day off, regardless of shift, with pay to take open competitive and promotional examinations, but only such examinations which would result in employment by the County of Erie. Such examinations are limited to those which are of equal or higher pay grade. The employee shall submit a request for such leave two (2) weeks before the scheduled examination and submit proof that he took said examination.

ARTICLE 15

SICK LEAVE

SECTION 15.1: Sick Leave Allowance

- a) All full-time permanent employees in the bargaining unit shall earn sick leave immediately upon entering the service of the Employer at the rate of 1 & 1/4 days per month. All absences shall result in an hour for hour deduction from sick leave accruals. Effective January 1, 2000 an employee may accumulate sick leave up to a maximum of 225 days.
- b) Temporary employees and provisional employees without permanent status will not be entitled to sick leave until the completion of six (6) months of continuous service.

SECTION 15.2: Reason for Granting Sick Leave - Sick leave with pay shall be granted by a Division Head to an employee when incapacitated or unable to perform the duties of his position by reason of:

- 1. Sickness or injury that is non-service connected.
- 2. Serious illness in the employees immediate family, requiring care and attendance of employee. Immediate family shall include parent, spouse, brother, sister, children or grandparents; or other relative who is an actual member of the employees household. For absences of two consecutive days or more a certificate or affidavit issued by the attending Physician certifying to the necessity for the attendance of the employee shall be filed with the Commissioner of Personnel or his designee and sick leave for this purpose shall be granted only with his approval.
- 3. Quarantine regulations.
- 4. Emergency medical or dental visits.

SECTION 15.3: Sick Leave Credits - A credit for sick leave under this provision shall be allowed at the ceiling rate of a day and one-quarter (1 & 1/4) working days per month for each month of service as above indicated. Sick leave which is not used shall accumulate. No credit for sick leave under this provision shall be allowed unless the employee shall have been on full pay status at least fifty percent (50%) of the working days of the calendar month.

SECTION 15.4: Extended Sick Leave

- a) An employee who has completed the years of continuous service indicated below may receive such additional sick leave with pay as may be recommended by the Sheriff and approved by the Commissioner of Personnel, but no such additional sick leave shall be approved by the Personnel Commissioner in excess of:

Ten (10) continuous years of service - three (3) months.
Fifteen (15) continuous years of service - five (5) months.
in addition to the sick leave accumulated by such employee.

- b) No credits for sick leave, personal leave or vacation shall be earned during periods of extended sick leave with pay, granted in accordance with this section.
- c) Employees shall be eligible for the additional periods of sick leave granted in accordance with this provision until the levels of extended sick leave to which they are entitled have been exhausted.
- d) No extended sick leave with pay will be granted until all other accumulated leave time has been used.

SECTION 15.5: Sick Leave Bonus –

- a) Effective January 1, 2001, there will be a \$300.00 bonus for any employee who reaches the maximum of 225 days of accumulated sick leave. Thereafter, an additional bonus of two hundred (\$200.00) dollars will be paid in any year in which the maximum amount of sick leave is maintained, and five or less sick days are used.
- b) Payment of the initial bonus will be in the first pay check after the 225 days is reached. Payment of the yearly bonus will be in the first pay period of February in subsequent years.

SECTION 15.6: Reporting Time -

- a) In case of absences, the time for reporting absence shall be at least one (1) hour before the start of the employees assigned shift. In case of failure to report within the stated time limits, unless for reasons satisfactory to the Division Head, the absence shall not be deductible from sick leave and shall be considered as time off without pay.
- b) A certificate or affidavit, showing incapacity and inability of the employee to perform his duties issued by the attending Physician, shall be filed with the Commissioner of Personnel in case of absence of more than five (5) consecutive work days. The Commissioner of Personnel may check further on any illness regardless of certificate or affidavit. If an employee fails to submit proof of illness when required to do so, the absence shall not be deductible from sick leave and shall be considered as time off without pay. If the proof submitted is found to be fraudulent and/or false by the Commissioner of Personnel and does not justify the employee's absence, such absence shall not be deducted from sick leave and shall be considered time off without pay. The Union agrees to cooperate in the reduction of any and all abuses of sick leave.

SECTION 15.7: Sick Leave Records and Reports - Each Division shall maintain an accurate record of the attendance and sick leave status of each employee. A record of the sick leave status of all Sheriff's Department employees shall be maintained in the Office of the Comptroller. Every leave of absence granted by a Division Head shall be promptly reported to the comptroller. Every payroll before being certified, shall bear suitable notations thereon of leaves granted. Medical certificates supporting requests for sick leave, shall accompany the original copy of the payroll and shall be filed in the Personnel Office. At the close of each month the Division Head or his designee shall give to any employee upon request a record of his accumulated sick leave credits.

SECTION 15.8: Reinstatement of Sick Leave - When an employee is reinstated in the County service within one (1) year following resignation, he shall receive credit for sick leave that had accumulated at the time of his resignation.

SECTION 15.9: Medical or Dental Visits - In the case of emergency or when circumstances require that visitations be made during working hours, the Division Head shall grant time off for medical or dental visits. All absences, including medical or dental visits, shall result in an hour for hour deduction from sick leave accruals.

SECTION 15.10: Fraudulent Claims - Any employee found to have requested paid sick leave or has been paid sick leave as a result of filing a fraudulent or false claim for such sick leave pay shall be subject to disciplinary action.

SECTION 15.11: Workmen's Compensation -

- a) Employees not covered under provisions of Section 207C of the General Municipal Law who are unable to perform the duties of their employment because of injuries received in the service of the Employer and who are entitled to receive Workmen's Compensation benefits shall receive in addition to lump sum payments, their ordinary pay to be charged against accumulated sick leave credits or accrued vacation time, or compensatory time in that order, at the option of the employee, when available and shall receive the ordinary benefits as provided by law.
- b) When their compensation case is finally adjudicated by the Workmen's Compensation Board 2/3 of the accrued sick leave credits used during the period of disability shall be reinstated.

ARTICLE 16

LEAVE OF ABSENCE WITHOUT PAY

SECTION 16.1: Eligibility -

- a) Only permanent employees shall be eligible for leaves of absence without pay after satisfactory completion of their probation period.
- b) Temporary and provisional employees without permanent status shall be entitled to military and maternity leave only.

SECTION 16.2: Application for Leave Without Pay - Application for leave of absence without pay, for any of the reasons cited in this provision shall be filed by the Employee, on the prescribed forms, with the Sheriff. Such application shall state the reasons for the requested leave and the duration thereof. If approved by the Sheriff, the application shall be submitted to the Commissioner of Personnel. It is understood that if the leave is granted, such employee will be permitted to return to the same class title within the same department.

SECTION 16.3: Maternity Leave -

- a) Employees who are unable to perform the duties of their positions because of pregnancy may use sick leave for the period of disability certified by their personal physician. In the event that sick leave is exhausted prior to the employee's ability to return to duty, a request for leave of absence on the prescribed County form should be submitted to cover the additional period of disability. In either case, the duration of disability indicated by period of leave requested shall be substantiated by a statement completed by the employee's personal Physician.
- b) Effective January 1, 1994 leaves for legal adoptions shall be covered under the Family Medical Leave Act.

SECTION 16.4: Substantiation of Request for Sick Leave or Leave Without Pay - A certificate is required from the employee's personal physician specifying:

1. the date that the employee is no longer able to carry out all normal assigned duties.
2. the expected date of confinement, and
3. the date the employee may return to duty shall accompany the request whether it be for sick leave (prescribed County form) or for leave without pay (prescribed county form). In those instances where the duration of certified absence will utilize the employee's sick leave balance, and in addition, a period of leave without pay, all prescribed County forms should be completed at the same time, and the above Physician's certificate used to substantiate both requests.

SECTION 16.5: Leave Because of Extended Illness - When an employee has exhausted all of his sick leave credits, and is still incapacitated and unable to perform the duties of his position, or if the attending Physician has recommended a period of rest and convalescence, the Sheriff may grant leave of absence without pay for a period not to exceed one year, subject to extension pursuant to County Civil Service Rules.

SECTION 16.6: Education Leave for Veterans - Education leave for veterans shall be granted pursuant to Section 246 of the Military Law.

SECTION 16.7: Leave for Educational Purposes - On the approval of the Sheriff, permanent employees may be granted leave of absence without pay for a period of one year for the purpose of acquiring additional education and training that will increase the usefulness and efficiency of the employee in his position as determined by the Sheriff in his sole discretion.

SECTION 16.8: Leave of Absence to Serve in Another Position in the County Service - Leave of absence without pay may be granted by the Sheriff to a permanent employee in competitive class to enable such employee to serve temporarily or provisionally in another position in the classified class.

SECTION 16.9: Leave of Absence to Accept Employment Outside the County Service - An employee may request leave of absence without pay to accept employment outside the County service.

SECTION 16.10: Leaves for Other Reasons - Leaves of absence without pay, for reasons other than those cited in this provision, may be granted by the Sheriff only in unusual circumstances, which in his judgment justifies the granting of such leave. If a request for such leave is approved by the Sheriff it will be submitted to the Commissioner of Personnel.

SECTION 16.11: Military Leave of Absence -

- a) Any County employee who is required to render ordered military or naval duty, shall be granted military leave of absence with no loss of time or pay not to exceed thirty (30) calendar days pursuant to Military Law, Sections 242 and 243.
- b) Military leave pursuant to Section 243 of the Military Law, shall be deemed actual service.

SECTION 16.12: Political Leave - Any employee who is elected or appointed to an elective public office or who is appointed to a non-elective public office not to exceed four years, may be granted leave or leaves of absence without pay provided written application is made for such leave specifically outlining the extent of leave requested and the public office elected or appointed to. Leaves of absence to non-elective public office may be only granted for periods of one year, but may be renewed. Employees will not accumulate seniority if elected or appointed to a non-County position.

SECTION 16.13: Union Leave - An employee may request leave without pay if elected to any position in Local 264, or International Union Office or elected by the Union to do work which takes him from his employment with the Erie County Sheriff's Department. The number of employees on Union Leave will not exceed 3 employees at any one time.

SECTION 16.14: It is understood that the Sheriff or the Undersheriff has full discretion in granting or denying leaves under this Article.

ARTICLE 17

WAGES AND CLASSIFICATIONS

SECTION 17.1: Definitions -

- a) "Position" means one of the positions included under one class title in the wage range set forth in the appropriate schedules/tables/appendixes of this Agreement.
- b) "Salary/Wage Range" means the range of compensation from the first step to the top step as appearing in the wage range set forth in the appropriate schedules/tables/appendixes of this Agreement.
- c) "Class" means a group of similar positions included under the same title in the wage ranges set forth in the appropriate schedules/tables/appendixes of this Agreement.

- d) "Job Group" means a group of classes of positions allocated to the same salary/wage range in the wage ranges set forth in the appropriate schedules/tables/appendixes of this Agreement.
- e) "Increment" means the annual increment for each job group in the classification. Salary and Wage Schedule set forth in the appropriate schedules/tables/appendixes of this Agreement.
- f) "Increment Step" means the point in the increment scale reached through successive periods of actual service, as designated in the Plan of Class, titles and salary/wage ranges set forth in the appropriate schedules/tables/appendixes of this Agreement.
- g) "Actual Service" means active service in the position, after deduction of any periods of leave without pay. Military leave pursuant to Section 243 of the Military Law shall be deemed actual service.
- h) "Work Day" means the normal number of regular consecutive hours an employee is scheduled for work within the confines of the provision of this Agreement.

SECTION 17.2: Wages - The wages in effect during the term of this Agreement for all bargaining unit employees are set forth in appendices "A" through "D" inclusive, which are attached hereto and made a part hereof.

SECTION 17.3: Trainee Rate - New employees who are hired in all job titles (Note: Non-Sworn Personnel effective 5-24-01) shall be hired at a Trainee rate which shall be 6% less than the Step One Salary of a regular salary range. Upon reaching the first eligibility date for an increment the employee shall be raised to the first step of the salary range.

SECTION 17.4: Pay Period - The salaries and wages of employees shall be paid on the same day every other week and if the pay day is a holiday the preceding day shall be the pay day.

SECTION 17.5: Shift Differential -

a) Shift differential shall be as follows:

\$.85 - 4:00pm to 12:00am shift

\$.85 - 12:00am to 8:00am shift

b) During overtime situations the payment of shift differential shall be paid at the rate stipulated in (a) above.

SECTION 17.6: Longevity Payments -

a) An employee shall be eligible for the first longevity increment after completing a total of nine (9) years of continuous service with the County and a minimum of five (5) years actual service at the maximum increment step of the job group. The above formula shall be increased by one (1) year to include the training steps for purposes of "completing a total" for sworn personnel effective 1-1-96 and for non-sworn personnel effective 5-24-01.

- b) All employees receiving the first longevity increment and who serve an additional period for four (4) years actual service in the same job group will receive a second longevity increment.
- c) Again, on the completion of another four (4) years of actual service, in the same job group, the employee will receive a third longevity increment.
- d) Again, on the completion of another four (4) years of actual service, in the same job group, the employee will receive a fourth longevity increment.
- e) Effective January 1, 2000, the County shall create a fifth longevity step (Step E). Any employee who has been on the fourth longevity step for three years or more shall be moved to the fifth step. Any employee who has been on the fourth longevity step less than three years will move to the fifth step after three years on longevity step four.
- f) In computing longevity increment eligibility, when appointments are made on January 1, or July 1, and the day falls on a holiday or non-scheduled work day, the increment period will include these days.
- g) Because of the payroll procedures that enable the County to have a regular pay day throughout the year, the increment eligibility period and payroll periods may not at all times coincide. In such cases, the increment date is the first day of the respective pay period during which January 1, or July 1 falls.
- h) Effective January 1, 2001, the four (4) year reference in paragraphs b, c and d above shall be changed to three (3) years.

SECTION 17.7: Ralph Wilson Stadium Detail - Deputies assigned to Ralph Wilson Stadium Detail shall be compensated at one and one half (1 & 1/2) times their regular hourly rate for every hour actually worked on said detail. It is understood that in no event shall time spent on this detail be considered in any way as overtime or be included as hours worked for the purpose of computing overtime eligibility.

SECTION 17.8: Line Up Time -

- a) All bargaining unit employees are required to report for work fifteen minutes prior to the commencement of their tours of duty. Employees who do so report shall receive time and one-half their regular hourly rate for such time. It is understood that in no event shall such lineup time be considered in any way as overtime or be included as hours worked for the purposes of computing overtime eligibility.
- b) Employees in the following titles shall be entitled to a one-half hour lineup pay under the conditions listed in paragraph one above:

- Captain
- Lieutenant (including technical)
- Sergeant (including technical)

SECTION 17.9: Bonus For Field Training Officers - A 10% bonus shall be given to the deputy or employee actually providing on the job training to a new recruit or other employee being trained.

ARTICLE 18
IN SERVICE DISABILITY BENEFITS

SECTION 18.1: Any employee of the Sheriff's department not covered by Section 207C who in the performance of their duties incurs a disabling injury caused by an inmate of the Erie County Holding Center shall be eligible to receive up to 60 paid work days should such injury cause a disability which prevents the employees from performing their normal work duties. In the case of medical staff assigned to the Erie County Holding Center, the number of paid work days shall be ninety (90). It is agreed that such paid days will not be deducted from the employee's accumulated sick leave, and it is further agreed that after a cumulative amount of 60 work days has been so used in any calendar year, any further leave granted due to this injury, shall be deducted from accumulated sick leave. It is agreed that any such injury must be certified as compensable under the New York State Workman's Compensation Law.

ARTICLE 19
HEALTH INSURANCE

SECTION 19.1: The following are the health insurance plans currently available to Erie County Sheriff's Department employees. Each of these plans contains both Managed Care and Pre-Care provisions. (Refer to Schedule C, Memorandum of Understanding).

1. Independent Health	31995H Gold Plan
2. Community Blue	302232/0001/L020
3. Encompass Plus (Independent Health)	31995P
4. Univera	AA94/A003
5. Labor Health	302232/0001/L020
6. Blue Cross	302232/0001/3028

SECTION 19.2: Prescription Coverage - The Employer shall provide each employee with a prescription plan applicable to the coverages provided for in Section 19.1 above. It is understood that the Employer shall have the right to choose a sole provider of this benefit so long as comparable benefits are maintained.

SECTION 19.3: Dental Coverage - The Employer shall provide the GHI Preferred Dental Plan with 100% orthodonture and 100% prosthetics coverage for each employee covered under this contract in accordance with the type of coverage (single or family) desired by the employee. The employer shall pay the full cost of single coverage and 90% of the cost of family coverage. Any premium cost in this section shall be paid by the employee on a bi-weekly payroll deduction.

SECTION 19.4: Payment for Health Insurance -

- a) Effective March 20, 1998 the Employer shall pay the full cost of any of the five lowest plans available to Erie County Sheriff's Department employees based on the premium notices received from the various providers prior to January 1 of each year.
- b) For employees who choose not to participate in any of the five least expensive plans, the Employer shall contribute a monthly amount equal to the composite rate determined by adding the cost of the monthly premium for each of the five plans concluded to be the least expensive for a particular year and dividing by five. The employee will bear the expense of any amount in excess of this composite rate.
- c) All employees hired after May 24, 2001 (Date of ratification of this agreement) shall pay ten (10%) percent of the amount the Employer is required to pay towards the cost of Health Insurance as determined in (a) or (b) above.
- d) Effective January 1, 1994 the amount payable to employees who waive health insurance coverage is increased as follows:

Family - \$100 per month

Single - \$67 per month

SECTION 19.5: In the event an employee is disabled from work by accident or illness, the Employer agrees to continue his insurance coverage for the length of his accumulated sick leave, plus ninety (90) days thereafter without any cost to employee.

SECTION 19.6: Employees who retire from County service with 10 (ten) years of County service shall be eligible for the following:

- 1. Employees who have a minimum of 100 days of accumulated sick leave as of the date of retirement shall receive \$2,000.00 cash or insurance coverage paid at 100% until the \$2,000.00 is exhausted, thereafter 50% paid monthly.
- 2. Employees who have a minimum of 150 days of accumulated sick leave as of the date of retirement shall receive \$3,000.00 cash or insurance coverage paid at 100% until the \$3,000.00 is exhausted, thereafter 50% paid monthly.
- 3. Employees who have a minimum of 225 days of accumulated sick leave as of the date of retirement shall receive \$5,000.00 cash or insurance coverage paid at 100% until the \$5,000.00 is exhausted, thereafter 50% paid monthly.
- 4. Employees who retire with a minimum of twenty (20) years of service (10 years with the County) will receive \$20.00 per month above the 50% toward their health insurance. Employees who retire with a minimum of twenty-five (25) years of service (15 years with the County) will receive \$30.00 per month above the 50%, toward their health insurance. Employees who retire with a minimum of thirty (30) years of service (20 years with the County) will receive \$40.00 per month above the 50%, toward their health insurance.

SECTION 19.7: Notwithstanding the other provisions of this article, the Employer agrees to continue the health insurance coverage of an employee for the amount of his accumulated sick leave, which he may wish to use, plus ninety (90) days thereafter thereafter if the employee is unable to report to work by reason of any accident, injury, illness or disease which is found to be compensable by the Worker's Compensation Board. If the employee does not wish to use all or any of his sick leave or if he does not have any sick leave available for use, the ninety (90) period shall commence immediately upon the employee reporting his inability to report to work.

SECTION 19.8: Should a permanent employee, for whom the Employer is providing family health insurance coverage dies, the employee's health insurance shall be continued for the employee's survivors during the month the death occurs and for two calendar months thereafter.

SECTION 19.9: During the health coverage open period, and each open period thereafter, employees who desire to withdraw from any health insurance coverage shall be permitted to do so upon signing a waiver counter signed by the Union and the Commissioner of Personnel. Upon the effective date of such withdrawal, the employee shall receive each month in lieu of coverage, a payment as described in Section 19.4(d) for each calendar month. Such payment shall be paid in the last paycheck of each calendar month.

SECTION 19.10: The Employer and the Union shall agree upon a waiver form which shall include a clear acceptance of the responsibility of such a withdrawal by the employee and shall also include a release of liability for both the Employer and the Union from any claims arising from such withdrawal.

**HEALTH INSURANCE WAIVER
NO COUNTY PROVIDED HEALTH INSURANCE FOR YOU
OR YOUR FAMILY MEMBERS WILL BE CONTINUED UNDER
THE EFFECTIVE TERMS OF THIS WAIVER**

I hereby for myself, my heirs executors and administrators, waive my rights to County-provided health insurance coverage pursuant to the Collective Bargaining Agreement between the County of Erie and the Sheriff of Erie County and the Teamsters Local #264.

I understand the RISK inherent to electing the Health Insurance Waiver Option and assume any and all responsibility for said RISK to myself, my heirs, executors and administrators.

I release any and all rights and claims I may have against the County of Erie, the Sheriff of Erie County and the Teamsters Local #264, and their respective representative as a result of my waiver of health insurance coverage to which I was previously entitled.

I understand that once this withdrawal of health insurance coverage is in effect, I may not re-enter any County provided insurance plan until the next open period occurs (See Schedule "C", #2).

I have read the above waiver and upon my reading, fully understand its content.

EMPLOYEE

DATE

TEAMSTERS LOCAL #264

DATE

ERIE COUNTY COMMISSIONER
OF PERSONNEL

DATE

SECTION 19.11: In addition any employee who withdraws from one of the Employer health insurance plans in accordance with this Section shall be allowed to return to one of those plans during any subsequent open period.

ARTICLE 20
RETIREMENT PLAN AND DEATH BENEFITS

SECTION 20.1: All eligible Sheriff Department employees will be covered in the non-contributory pension plan by which they are currently covered.

SECTION 20.2: Should the so called "20 year plan" provided by Section 89(b) of the New York State Retirement and Social Security Law of July 1, 1976 be reopened by the New York State Legislature and the New York State Retirement system, the Sheriff shall recommend any eligible qualified Deputy Sheriff to become a member of such plan and the County of Erie shall provided any funds necessary to enter such eligible and qualified Deputies into such plan.

SECTION 20.3: The County shall commit to the placement of Deputy Sheriffs into the Twenty Year Police and Fireman's Pension, if the State of New York makes this available.

SECTION 20.4: In addition, all employees shall be provided coverage under the New York State Retirement Plan's guaranteed Minimum Death Benefit Section 360-B, that provides in case of death three (3) times the annual salary to a maximum of \$20,000, and will be permitted to credit unused sick leave to accumulated service on retirement up to a maximum of 165 days in accordance with provisions of 341(j) Plan.

SECTION 20.5: Effective May 24, 2001 and for the term of this agreement the County of Erie and the Sheriff of Erie County agree to reopen the contract for purposes of placement of Deputy Sheriffs into a twenty (20) year or twenty-five (25) year retirement plan.

ARTICLE 21
GRIEVANCES AND JUDICIAL REVIEW

SECTION 21.1: General -

- a) It is the intent of this Article to promote and provide a mutually satisfactory procedure for the settlement of grievances of employees arising out of the meaning, application or interpretation of the terms of this Agreement.
- b) No provision in this Agreement shall be interpreted to require the Union to represent an employee in any stage of the grievance procedure if the Union considers the grievance to be without merit or in contradiction of any law or regulation.

SECTION 21.2: Definitions -

- a) "Employee" shall mean any person employed by the Sheriff of Erie County and described in the bargaining unit in Schedule "A" of this Agreement.
- b) "Grievance" shall mean "any disputed matter" pertaining to conditions of employment, violation or misinterpretation of this Agreement.
- c) "Division" shall mean any Division of the Sheriff's Department of Erie County having employees within the bargaining unit as described in Schedule "A".
- d) "Immediate Supervisor" shall mean the employee or officer of the next higher level of authority who normally assigns and supervises the employee's work and approves his time record or evaluates his work performances. The Sheriff may designate by name the immediate supervisor in a particular Division if he chooses.
- e) "Day" refers to calendar days and not work days.
- f) "Work Day" shall mean all days other than Saturdays, Sundays, and legal holidays.
- g) "Division Head" shall mean the person so designated by the Sheriff as the head of the Division as previously defined in subdivision (c) above.

SECTION 21.3: Matter Relevant To Grievance Procedures -

- a) The time limits set forth in this Article are of the essence. They may, however, be extended by mutual agreement of the parties. The failure of the Union to proceed within the time limit set forth shall terminate the grievance at that step. The failure of the Employer to answer within the time limit set forth will entitle the Union to proceed to the next step of the grievance procedure.
- b) Any step of the grievance procedure may be by-passed by mutual agreement, in writing.
- c) In the case of a group policy, or organization type grievance, the grievance may be submitted directly to the Division Head.

SECTION 21.4: Union Stewards - Employees selected by the Union to act as Union Representatives shall be known as "Stewards". The names of employees selected as stewards and the names of other Union Officers and Representatives who may represent employees shall be certified in writing to the Employer by the Local Union.

SECTION 21.5: Processing Grievance During Working Hours - The Union Stewards as mentioned in Section 21.4 above and authorized Union Officers may, for reasonable periods of time, investigate and process grievances during their regular working hours without loss of pay. Such employees must request permission from their Division Head prior to leaving their job assignment. If the Division Head is unavailable, permission may be granted by the next highest in command. Permission to leave job assignments for the above reasons and purposes shall not be unreasonably withheld.

SECTION 21.6: Labor Management Committee -Conferences between representatives of the co-employers and at least three (3) representatives of the Union on important matters which may include the discussion of procedures for avoiding future grievances and other methods of improving the relationship between the parties, may be held upon request of either party. Arrangements for such meetings shall be made in advance, and shall be held at reasonable hours as mutually agreed upon by the parties. Employees acting on behalf of the Union shall suffer no loss of time or pay should such meetings fall within their regular work hours.

SECTION 21.7: Rights of the Parties - Any party shall have access upon request to any written statements or records which shall be presented as evidence by the other party at any hearing provided by this Agreement in advance of said hearing. In the event sufficient time does not exist for any party to review such evidence, the hearing shall be adjourned to a later date at the request of either party.

SECTION 21.8: Grievance Procedure -

STEP 1:

The Union Business Agent or his designee with or without the aggrieved employee shall present a grievance in writing on a grievance form provided by the Union, setting forth the time, place and date of the alleged grievance to the Sheriff or his designee. Facts of the grievance shall include the particular section of the contract or the department rules, regulations and procedures involved and the remedy sought by the employee. The grievance must be presented within 15 calendar days of the occurrence of the grievance, or within 15 calendar days of the date on which the employee first knew of such act or omission. The Sheriff or his designee must hold an informal hearing within 10 calendar days from the date the grievance was first presented to the Employer. He shall render a written decision within 5 days after the informal hearing. If the grievance is not satisfactorily resolved at Step 1, the Union may appeal within 10 days to Step 2.

STEP 2:

In the event the grievance has not been satisfactorily resolved in Step 1, an appeal may be taken by the Union within 10 calendar days of the mailing of the Step 1 decision. The Union may appeal the decision to the County Labor Relations Director. The County Labor Relations Director or his designee and the Sheriff or his designee shall meet with the Union within 10 calendar days of the mailing of such appeal. A formal hearing will be held and a written decision will be issued within 10 calendar days from the date of the hearing.

STEP 3:

- a) In the event the grievance has not been satisfactorily resolved at Step 2, a request for arbitration may be brought only by the Union, through the Business Agent of Local #264 or his designee, within 10 calendar days from the day the Union received the Step 2 decision. Notice of appeal to arbitration shall be served by registered or certified mail to the Director of Labor Relations for the County of Erie, with copies to the Sheriff and the County Attorney.
- b) The Arbitrator shall be selected as follows: A panel of permanent Arbitrators is hereby established in the following order:
 - 1. James Atleson
 - 2. Jim McDonnell
 - 3. Robert Rabin
 - 4. Dennis Campagna
 - 5. Howard Foster
 - 6. Eric Lawson
 - 7. Stuart Pohl
 - 8. Mike McKeating
 - 9. Ronald Kowalski
 - 10. Douglas Bantle
- c) Either party will have the right to propose additional names which names will be added once the other party has agreed to said inclusion in writing. Whenever possible, additions will be given an opportunity to arbitrate at least one case on a probationary basis.
- d) Any individual name will be removed from the list at the request, in writing, of either party.
- e) Assignment to arbitrations will be on a rotating basis. The procedure can be changed if both parties agree to the selection of a particular Arbitrator for a particular grievance.
- f) Either party may modify or eliminate this procedure by ten (10) days written notice to the other party. However, this agreement will continue in full force and effect until it is replaced by another procedure agreed to by the parties and reduced to in writing.

g) The Arbitrator shall hold a hearing as soon as it is practical at a time and place convenient to the parties. The Arbitrator shall have no power to add to, subtract from or modify the provisions of this agreement on arriving at a decision of the issue presented. The decision or award of the Arbitrator shall be final and binding on both parties. All fees and expenses of the Arbitrator shall be divided equally between the parties except that each party shall bear the cost of preparing and presenting its own case. Either party wishing a transcript at an arbitration hearing may provide for one at its expense and shall provide a copy to the arbitrator and the other party.

h) Representation: The Employer shall recognize the following grievance representative at each step of the grievance procedure and shall release such representatives from normal duties to process grievances providing that such absence from work will not interfere with proper conduct of governmental functions.

Step #1 - Union Business Agent or his designee and the grievant.

Step #2 - Union Business Agent or his designee and Chief Steward.

Step #3 - Union Business Agent or his designee, Chief Steward, Chairman of the Grievance Committee, and the Grievant.

i) Local #264 Staff Representative and International Representative may be present at each step of the grievance procedure.

ARTICLE 22 - DISCIPLINE AND DISCHARGE

SECTION 22.1: Investigations and/or Interrogations -

a) Every effort shall be made to conduct interrogations during an employee's hours of work or at a time in reasonable proximity to the beginning or end of an employee's shift.

b) An employee who remains on duty for the purpose of attending an interrogation shall be compensated at the rate of time and one-half for all hours spent.

c) A Business Agent and/or Chief Steward shall be advised that an employee is to be questioned regarding an employment matter. The employee shall be given an opportunity to meet with a Business Agent and/or Chief Steward prior to the interrogation and, if the employee chooses, a Business Agent and/or Chief Steward shall be in attendance during all questioning. It is expressly understood, however, that the Business Agent and/or Chief Steward shall be in attendance as an observer only. The employee may request and shall be granted one five minute recess during the interrogation, and at that time may, if he so requests meet in private with the Business Agent and/or Chief Steward.

d) If a written record of the interrogation is prepared, a copy shall be provided to the individual.

e) At the conclusion of the interrogation, the employee shall have the right to make an oral or written presentation for the record.

- f) This section shall not apply to those investigations, which could lead to criminal charges being brought against an employee.

SECTION 22.2:

- a) The only procedure for taking disciplinary action against any employee that is covered by this Agreement shall be set forth in the following sections.
- b) Discipline shall be imposed only for just cause. Where the Sheriff or his designee imposes a loss of leave credits, written reprimand, fine, suspension without pay, demotion in rank or dismissal from service, a notice of such discipline shall be made in writing served personally or by registered or certified mail upon the employee. Such notice shall contain the reasons for such discipline and the penalty imposed. Letters of counseling are not considered discipline, but copies should be sent to the Union.

- c) In discipline involving infractions alleging criminal conduct, there shall be no limitations in the amount of suspension without pay prior to the case being litigated under the grievance procedure. Under the penal law, Article 10, Section 6, a crime is defined as a misdemeanor or felony.

In discipline not involving allegations of criminal conduct, the amount of suspension, without pay, prior to the case being litigated under the grievance procedure shall be up to a maximum of thirty (30) days. Delays caused by the suspended employee may extend the suspension period without pay.

- d) The notice of discipline may be the subject of a disciplinary grievance, which shall be served upon the Sheriff or his designee in person or by registered mail within 10 calendar days of the date of the notice of discipline to the employee or the Union. The employee and the Union shall be entitled to a meeting to present their position to the Sheriff or his designee and the County Labor Relations Director or his designee within 10 calendar days of the receipt of the disciplinary grievance, and a written decision shall be issued within 10 calendar days of the hearing.
- e) In the event the disciplinary grievance has not been satisfactorily resolved at the previous step, a request for Arbitration may be brought only by the Union, through the Business Agent of Local #264 or his designee within 10 calendar days from the date the Union receives the decision in (c) above.
- f) Notice of appeal to arbitration shall be served as required under Article 21, Section 21.8, Step 3 of this Agreement.
- g) A disciplinary Arbitrator shall confine himself to determination of guilt or innocence and the appropriateness of proposed penalties. Disciplinary Arbitrators shall neither add, subtract from nor modify the provisions of this Agreement. The decision or award of the Arbitrator shall be final and binding on both parties.
- h) An employee shall not be disciplined for acts which occurred more than two (2) years prior to the imposition of the discipline. This section shall not apply to actions which result in criminal charges.

- i) Change of shift, work schedule, job transfer or work reassignment shall not be made for the purpose of imposing discipline. Nothing in this paragraph shall bar any other action taken pursuant to this Article.
- j) Representation - The Employer shall recognize the following grievance representative at each step of the procedure herein and shall release such representatives from normal duties to process grievances providing that such absence from work will not interfere with proper conduct of governmental function: Union Business Agent, Chief Steward, Chairman of the Grievance Committee and the Grievant.
- k) All fees and expenses of the Arbitration, if any, shall be divided equally between the Employer and the Union or the employee if not represented by the Union. Each party shall bear the costs of preparing and presenting its own case. Either party wishing a transcript at the Arbitration hearing may provide for one at its expense and shall provide a copy to the Arbitrator and the other party.
- l) A Local #264 staff representative may be present at each step of the grievance procedure.

ARTICLE 23 - COURT DIVISION

SECTION 23.1: Seniority to Court Division -

- a) Notwithstanding anything contained in Article 10 or 11 of the Collective Bargaining Agreement to the contrary, any lay-off and/or retrenchment of Deputy Sheriff-Officers shall be made on the basis of departmental seniority. Those employees with the least seniority shall be laid off or retrenched first.
- b) It is further agreed that no employee who now holds a full-time permanent appointment under the titles of Deputy Sheriff-Criminal Court, Sergeant-Criminal Court or Lieutenant-Criminal Court will be permanently reassigned to the Holding Center, except in the case of retrenchment. This does not in any way preclude temporary re-assignments to the Holding Center to cover either emergencies or periods when the Courts are not in session. Such temporary reassignments shall be made on the basis of seniority. Those employees with the least seniority shall be re-assigned first.
- c) It is further agreed that any employee who currently holds the title of Deputy Sheriff Officers shall be appointed to the Court Division before any appointments are made from the Deputy Sheriff Officer's eligibility list. It is understood that appointments under this paragraph shall be made on the basis of: (1) Must have a good work record and neat appearance; (2) Must not have abused sick time; (3) After a Deputy has been passed over 3 times he will receive a written explanation as to why. When this happens the Deputy will have 6 months to improve his work habits and then he will be considered for a transfer to Courts again; (4) By seniority, at least 1 out of the top 4 Deputies will be transferred to Courts if they meet the above requirements.
- d) The currently existing titles of Lieutenant-Holding Center and Lieutenant-Criminal Courts shall be abolished and a common consolidated title of Lieutenant-Officer will be established to replace both former titles.

- e) Upon the creation of the new title of Sergeant-Officer all promotions to this title will be made from the title of Deputy Sheriff-Officer under the provisions of Civil Service Law. All persons who have completed the required period of permanent continuous service under the title of Deputy-Sheriff Officer will be eligible for promotion to and to compete in the examination for the title of Sergeant-Officer, regardless of area of prior assignment.
- f) Upon the creation of the consolidated title of Lieutenant-Officer all appointments to this title will be made from the title(s) of Sergeant-Officer (or Deputy Sheriff Officer if applicable) under applicable section of Civil Service Law.

SECTION 23.2: Principal Court Deputy - It is agreed and understood between the parties that the position of Principal Court Deputy listed in Schedule "A" shall remain a bargaining unit position with all the rights contained therein until the current incumbent leaves said position. At that time, the Principal Court Deputy position shall be removed from the bargaining unit (deleted from Schedule "A") and reclassified as managerial/confidential.

SECTION 23.3: Effective January 1, 1997 the County of Erie will pick up the cost of a firearm for those deputies who move from the Holding Center to the Court Division at any time after that date.

ARTICLE 24 - GENERAL PROVISIONS

SECTION 24.1: Pledge Against Discrimination and Coercion -

- a) All references to employees in this agreement designate both sexes, and wherever the male gender is used it shall be construed to include male and female employees.
- b) The Employer agrees not to interfere with the rights of employees to become members of the Union, and there shall be no discrimination, interference, restraint, or coercion by the Employer or any Employer representative against any employee because of Union membership or because of any employee activity in an official capacity on behalf of the Union.

SECTION 24.2: Union Activities On Employer's Time and Premises -

- a) The Employer agrees that during working hours and for reasonable periods of time on the Employer's premises and without loss of pay, not more than seven (7) employees designated as Chief Stewards whose names are submitted to the Sheriff in writing by the Union, shall be allowed to engage in the following activities when necessary after obtaining permission from the appropriate Division Head:
 - 1. post Union notices
 - 2. distribute Union literature
 - 3. transmit communications authorized by the Local Union or its officers to the Employer or his representative
 - 4. consult with the Employer, his representatives, Local Union Officers, or other non-employed Union representatives concerning the enforcement of any provisions of this Agreement

SECTION 24.3: Contract Negotiations - The Employer will give time off with no loss of pay for seven (7) members of the Local Union Contract Negotiating Team to participate in contract negotiations.

SECTION 24.4:

a) Uniform Allowance:

1. All employees who are normally required to wear uniforms, excluding Kitchen Personnel, but including the Internal Affairs Personnel, Civil Division Personnel, and those Deputies on recognized managerial assignments will be granted an annual allowance each year of the Agreement, which the sum of \$750.00 shall be paid to each employee during the first pay period in November of each year.
2. Effective 1-1-01, a \$250.00 voucher to be added to current allowance, to include Kitchen Personnel in voucher only, when the current allowance check is issued. It is understood that if the Sheriff decides to change the hats, such change will be paid for by the uniform allowance voucher.

b) Uniform allowance shall be paid as follows:

1. All eligible employees of the Sheriff's Department who are on the active payroll, paid leave status or on an approved leave without pay on November 1 of each year, shall be paid a uniform allowance on the first pay day of November.
2. For each months service in the year preceding the applicable November 1 date in (1) above, each Employee shall receive a pro rata credit (1/12) of such uniform allowance. A months service shall be credited for any month in which the Employee was on active duty for one eight hour day or more. If any employee was not on duty for at least one eight hour day such employee shall not receive the (1/12) pro rata credit for that month.
3. It is agreed and understood that this will be a lump sum payment earned on each November 1 and paid no later than each November 15. Employees who are terminated with just cause, voluntarily terminate employment or are retired during the year, do so with the understanding and agreement that they shall not receive the uniform allowance, nor any part thereof, if they terminate prior to the November 1 eligibility date above.
4. To be perfectly clear, if an employee is terminated or retired such employee loses all credits for the uniform allowance for that year, however, if an employee is on leave without pay on November 1, such employee shall be eligible for a pro rata allowance calculated as indicated above. Uniform allowance shall be paid only once each year between November 1 and November 15.
5. It is agreed and understood that this Agreement shall not delete nor add to those Sheriff Department employees who are currently eligible for uniform allowance.
6. The employers agree to negotiate the impact of any major uniform changes.

SECTION 24.5: Badges - Upon retirement, a Deputy Sheriff who has fifteen (15) years of service in the Erie County Sheriff's Department will be allowed to keep his badge on his date of retirement.

SECTION 24.6: Temporary Employees -

- a) Any employee who is hired on a temporary basis and who is subsequently transferred to permanent status shall be credited with seniority for the purpose of all benefits of this Agreement from his original date of hire as a temporary employee.
- b) Temporary employees shall receive the entrance level grade of pay in the classification involved.

SECTION 24.7: Sanitary Facilities - The Employer agrees to keep in good working order all existing sanitary facilities under his control.

SECTION 24.8: Car Allowance - Civil Deputies shall receive a mileage allowance paid in accordance with the regulations of the Civil Practice Law and Rules, Section 8012. At present this reimbursement is set at twenty-three cents per mile, and is to be paid as such effective January 1, 1988. The County's policy on mileage reimbursement will be maintained in all other cases.

SECTION 24.9: Printing of Contract - The County will pay for the cost of the Agreements it requests, if any, from the Union.

SECTION 24.10: Polygraph Test - The Employer may not require any employee to take a polygraph test against their will.

SECTION 24.11: Legal Counsel - The Employer will provide counsel for the defense of any employee against whom a civil complaint (only) is filed or sued for alleged false arrest or abusive power in the line of duty at no charge to the employee, it being understood that any employee who is charged with a criminal offense must employ his own Counsel as he so desires in such criminal action.

SECTION 24.12: Personnel Records -

- a) An employee shall, within five working days of a written request to the Sheriff, have an opportunity to review his official personnel folder in the presence of a Union Representative (if requested by the employee) and an appropriate official of the Sheriff's Department. He shall be allowed to place in such file a response of reasonable length to anything contained therein, which such employee deems to be adverse.
- b) The official personnel history folder shall contain all memoranda or documents relating to such employee which contain criticism, commendation, appraisal or rating of such employee's performance on his job. Copies of such memoranda or documents shall be sent to such employee simultaneously with their being placed in his official personnel history folder. An employee may, at any time, request and be provided, copies of all documents and notation in his official personnel folder. Copies of entries in personnel file shall be provided, free of charge, once during the employment period. All additional copies shall be at the employee's expense.

- c) Any material in the official personnel history folder of an adverse nature over eighteen months (18) old shall not be referred to in disciplinary proceedings.

SECTION 24.13: Safety Standards -

- a) No employee of the Department shall be required to use unsafe equipment.
- b) The Employer and the Union agree to establish a committee to set "reasonable guidelines" and establish policy and procedures for the handling of contagious diseases, safety and health issues.

SECTION 24.14: K9 Deputy Erie County Holding Center -

The Deputy or Deputies that are assigned with handling dogs belonging to and/or utilized by the Erie County Sheriff's Office shall be compensated as follows:

- a) The Deputy Handler shall be compensated at the rate of ten dollars (\$10.00) per day for seven (7) days a week to be paid out of the asset forfeiture fund.
- b) The Erie County Sheriff's Office shall continue to be responsible for the food and medical care needed by the animal.

ARTICLE 25 - INDEMNIFICATION

SECTION 25.1:

- a) The defense of any legal action against any employee in the office of the Sheriff resulting from his act or omission done or made in good faith in the performance of an official duty shall be the responsibility of the County Attorney, and any monetary damages to the employee resulting from such legal action, except for damages resulting from malfeasance, misfeasance or non-feasance in the service or execution of civil process, shall be deemed to be the responsibility of the County provided that such employee shall within three (3) days, (Monday through Friday) of the time he is served with any notice, summons, complaint, process or demand, deliver the original to the County Attorney.
- b) This provision shall not make the County responsible for the acts of the Sheriff thereof, nor relieve the Sheriff from any liability to which he is lawfully subject.

SECTION 25.2: If required for any employee covered in this bargaining unit the County shall maintain, at no cost to the employee, a policy of liability insurance including coverage against damages resulting from such employees malfeasance, misfeasance, or non-feasance in the service or execution of civil process.

ARTICLE 26 - SAVINGS CLAUSE

SECTION 26.1: Should any Article, Section or portion thereof, of this Agreement to be held unlawful and unenforceable by a court of competent jurisdiction such decision of the court shall only apply to the specific Article, Section or portion thereof, directly specified in the decision and upon the issuance of such a decision, the parties agree immediately to negotiate a substitute for the invalid Article, Section or portion thereof.

ARTICLE 27 - EMERGENCY SITUATIONS

SECTION 27.1: In the event of any emergency as determined by the Sheriff, any of the following Articles may be suspended by the Sheriff for the duration of the emergency:

- Article 9 - Hours of Work
- Article 10 - Reporting Time
- Article 11 - Work Force Changes
- Article 12 - Holidays
- Article 13 - Vacations
- Article 14 - Paid Leaves

ARTICLE 28 - PHYSICAL FITNESS

SECTION 28.1: Agreement in Principle -

- a) The Sheriff and the Union agree that being physically fit enables officers to extend their lives, handle stress better, reduce job related injuries and, in general better perform their duties. Therefore, the parties agree that a physical fitness program may be established. The Sheriff and the Union agree to establish a joint committee to specify and establish said physical fitness testing program. The above named committee shall meet to discuss such details as administration, testing, exemptions, discipline, etc., and such meeting shall not be considered as negotiations, but shall be considered as Union Management meetings. The physical fitness standards that may ultimately be established shall specify a minimum standard of physical fitness as well as a higher standard of fitness which officers can attain on a voluntary basis. Officers achieving the higher standard of fitness shall be awarded an appropriate service ribbon evidencing such achievement. Further, the physical fitness testing program shall be incremental by age groups and will recognize that some employees were not required to pass a physical agility test during the initial employment process.
- b) This package to include complete listing of bargaining unit classifications (Schedule "A").

ARTICLE 29 - DRUG TESTING

SECTION 29.1: Preconditions to Drug Testing -

- a) All sworn personnel and nurses in the bargaining unit must be provided information on what drugs or substances are prohibited, prior to the implementation of this policy.
- b) Any drug testing policy which is applied to the members of the bargaining unit will be applied to all sworn personnel and nurses.
- c) The County of Erie and the Sheriff of Erie County will select the MRO.
- d) Random drug testing shall be performed only as noted herein.

e) The following drug testing methodology shall be used for any drug test performed on sworn personnel and nurses:

1. "Initial Test" the initial test shall use an immunoassay (EMIT) test as a screening test to rule out the presence of a controlled substance or its metabolite. Those samples which test positive shall be subject to confirmatory testing as described below.
2. "Confirmatory Testing" all specimens identified as positive on the initial test shall be confirmed using a gas chromatography/mass spectrometry ("GC/MS") technique. Testing shall be conducted by a laboratory with a National Institute on Drug Abuse ("NIDA") certification. All confirmed test results shall be referred to a medical review officer ("MRO"), described below. If at any time there exists a test with a higher rate of reliability than the GC/MS test, as determined by the U.S. Dept. of Health and Human Services ("HHS"), such test shall be used in place of the GC/MS test if requested by the Sheriff of Erie County.
3. "Cutoff Levels" the cutoff levels utilized by the U.S. Department of Health and Human Services (U.S.H.H.S.) shall be utilized for initial and confirmatory testing. Tested levels which fall below these cutoff levels shall be considered negative results.

SECTION 29.2: Definitions -

- a) "Test" refers to an on duty drug test.
- b) "Urine Test" a urine sample submitted to a laboratory for testing.
- c) "Collection Site" a place designated by the Employer where employees present themselves for the purpose of providing a specimen of their urine to be analyzed for the presence of drugs.
- d) "Medical Review Officer" (MRO) a licensed physician responsible for receiving laboratory results generated by the Employer's testing program who has knowledge of substance abuse disorders and has appropriate medical training to interpret and evaluate an individual's positive test result together with his or her medical explanation, at or above the cutoff level assigned to that substance as reviewed by the M.R.O.
- e) "Positive Test Result" a test result that shows evidence of a drug, drug metabolite, in a person's system, without a valid medical explanation, at or above the cutoff level assigned to that substance as reviewed by the M.R.O.
- f) "Rehabilitation" treatment of a drug abuse problem, including counseling and monitoring from providers.
- g) "Treatment" a therapeutic residential or outpatient program for employees with drug abuse problems.
- h) "Immediate Discharge or Immediate Discharge Without Recourse" implies no review through the grievance/arbitration procedure of the collective bargaining agreement between the Union and the Employer.

- i) "Employee" the term employee, when used in Article 29 of this agreement, shall mean sworn personnel and nurses.

SECTION 29.3: Prohibited Substances - The Department may test for the presence of any of the following substances: marijuana, cocaine, opiates (ie: heroin, morphine), amphetamines and phencyclidine (PCP).

SECTION 29.4: Individuals Subject to Drug Testing and Testing Circumstances -

- a) All sworn personnel and nurses may be subject to drug testing. The following may be subjected to random urinalysis tests at any time, but not more than twice in any calendar year (January 1 - December 31).
1. All sworn personnel in the title Deputy Sheriff officer.
 2. All sworn personnel assigned to Civil Process Division.
 3. All nurses assigned to the Erie County Holding Center.
 4. Promotional sworn personnel and nurses on a one time basis during probationary period (then covered under Article 29 of the Collective Bargaining Agreement).
 5. Newly hired sworn personnel and nurses during the probationary period (then covered under Article 29 of the Collective Bargaining Agreement).
- b) The selection of any employee for random testing shall not prevent any other or further testing for that employee as provided in this policy.
- c) For random testing, an employee's name shall be withdrawn from the pool for any of the following reasons: L.D.I., leave approved prior to a notice of testing, hospitalization, layoff, vacation, approved personal leave, or any other absence.
- d) Other Testing Circumstances:
1. "Post Accident" sworn personnel shall be tested when the Sheriff, his designee, commanding officer, or department head has reasonable suspicion that drugs were involved in the accident in the use of the Employer's vehicle.
 2. "Post-Rehabilitative/Follow-Up" employees who are returned to work following participation in a drug rehabilitation program shall be required, at the Employer's option, to submit to "return to work" and "follow-up" drug tests to ensure that they remain substance free for a period of 2 years.
- e) "Positive Test Results" unless otherwise noted in this policy, a final positive test result in immediate discharge.

f) "Reasonable Suspicion" an employee may be tested where there exists a reasonable suspicion that the employee is under the influence of drugs as defined under the provisions of this policy. The term "reasonable suspicion" shall, for the purposes of this program, be defined as observed aberrant unusual on-duty behavior not immediately explained by causes other than that of drug use and/or the physical manifestations of drug use (e.g. drug paraphernalia, observed possession of drugs, etc.). A test may be conducted when:

1. Observed by the employee's immediate supervisor or higher ranking officer and confirmed by the observation of another officer or supervisor. Such observations must be documented.
2. The type of behavior observed and documented is a recognized and accepted symptom of intoxication, impairment or use of drugs.

These signs may include, but are not limited to:

- difficulty in maintaining balance
- slurred speech
- abnormal or erratic behavior
- apparent inability to perform assigned duties in a safe and satisfactory manner

Employees who are directed to submit to reasonable cause testing shall be relieved from all duties and placed on administrative leave of absence with pay, pending the receipt of test results and the completion of any investigation conducted by the Employer.

A positive reasonable suspicion testing will result in immediate discharge.

SECTION 29.5: Testing and Test Results -

a) "Drug Testing Procedures" the following procedure shall be used whenever an employee is required to give a urine sample:

1. A urine sample will be taken of the employee. The collection shall be done in such a manner as to protect the authenticity and reliability of the sample and the privacy of the individual.
2. Immediately after the sample has been given, it will be divided into two (2) equal parts, provided at least 60ml has been provided. Each of the two (2) portions of the sample will be separately sealed, labeled and stored in a secure and refrigerated atmosphere. Both (2) of the samples will be sent or delivered to a testing laboratory.
3. In each instance of a drug test, a chain of custody procedure will be followed. This procedure is used to account for the integrity of each urine specimen by tracking its handling and storage from point of specimen collection to final disposition of the specimen.

4. A chain of custody form will be used from the time of collection to receipt by the testing laboratory/laboratories. Upon receipt by the laboratory/laboratories, an appropriate laboratory chain of custody form accounting for the sample within the laboratory shall be used.
 5. A tamperproof sealing system designed in the manner such that the specimen bottle will be sealed against undetected opening and the bottle can be identified utilizing an identification number identical to that appearing on the urine custody and control form. Space shall be provided to initial the bottle, thereby affirming its identity.
 6. Should the employee be unable to pass the required amount of urine, he/she shall remain at the collection center and follow all directives given by the collection site person until such time as 60ml or more of urine has been passed. Should the employee be unable to pass at least 60ml of urine during his/her shift, he/she shall be referred to the Employer's designated physician who shall determine if such inability was purposefully done or medically unavoidable. If medically unavoidable, the employee shall be eligible for retesting at any time designated by the Employer during a twelve month period.
- b) "Report and Review by MRO" all confirmed positive drug test results shall be referred to an MRO who shall perform the following tasks:
1. Review the chain of custody documents and test results for completeness and accuracy.
 2. Give the employee an opportunity to discuss the results.
 3. If there appears to be no medical reason for the positive test result which is acceptable to the MRO, the test shall be verified as positive and the same reported to the Sheriff and/or his designee.
 4. Should the employee provide a medically acceptable explanation to the MRO, the MRO shall report the test as negative to the collection clinic, which in turn shall report same to the Sheriff and/or his designee.
- c) "Retest Procedures Following Positive Drug Test Results" if the confirmatory test and medical review is positive for the presence of an illegal drug, the employee will be so notified and the employee and the union will be provided with copies of all documents pertinent to the test sent to or from the employer by the laboratory. The second untested sample, which has been retained by the laboratory shall be submitted by the employer to a different testing laboratory using the testing procedure noted herein. The employee, the union and the employer will be given a copy of the results. Should the second result be positive, the employee and the union waive any right to challenge the integrity of the chain of custody or the testing protocol for either sample.

- d) "Specimen Integrity and Employee Conduct" specimen collection will occur in a clinical setting and under strict procedures so as to avoid specimen tampering. Careful chain of custody procedures shall be followed at all times. Any attempt to hinder collection procedures or to adulterate or substitute a urine sample will result in disqualification of an applicant and disciplinary charges against the employee and a re-test.
- e) "Negative Reasonable Suspicion Test Results" the union shall be immediately provided a complete listing of all of its members who are tested either for the random or reasonable suspicion test. The union may thereafter review any negative reasonable suspicion testing. Such review shall be through the contract's grievance and arbitration mechanism. Each such question should be initiated by the union directly at Step 3. Should an arbitrator ultimately determine that there was bad faith on the part of the supervising officer who initiated the reasonable suspicion test, or that he/she otherwise acted in an arbitrary or capricious manner, the arbitrator may award the employee involved up to one day's pay at his/her regular straight time rate, and any other penalty deemed appropriate by the arbitrator.
- f) "Positive Test Results Procedures" for the purposes of this policy, unless otherwise stated, an employee may not be terminated or otherwise subjected to any disciplinary action for prohibited drug usage until the re-testing procedures are completed as defined in Section 29.5 (c) of this procedure and said test is deemed a positive test by the MRO.
- g) "Refusal to Submit to Test" employees who fail or refuse to immediately appear for testing as directed shall be subject to the discipline procedures of the collective bargaining agreement. Such a failure to submit to a test will result in the suspension of the employee and thereafter he/she will be required to submit to a test within 24 hours of the original test request. A further failure to submit to this second test will result in discharge under the provisions of this policy.
- h) "Employee Rights" employees shall have a right to refuse a random test above and beyond the requirements set forth in this agreement.

SECTION 29.6: Employee Assistance and Rehabilitation -

- a) "Employee Assistance" the employer with the cooperation of the union, shall promptly utilize the Employee Assistance Program (EAP) to:
 1. Educate employees about the dangers of substance abuse.
 2. Provide a resource for treatment of alcohol and drug abuse problems.
 3. Assist employees with a number of other services unrelated to substance abuse designed to aid in the identification, intervention and resolution of personal problems (ie: family, marital, financial, etc.) which negatively impact on the employee's employment with the Erie County Sheriff's Department.
 4. Provide initial counseling, problem identification, short-term counseling, referral if necessary, to a professional agency or person who can assist the employee to resolve his/her problem, and to offer follow-up support and monitoring.

- b) The services of the EAP shall be free to any employee. The costs of any professional help to which the employee or immediate family member is referred, beyond the services of the EAP and what may be covered by the employee's health insurance program, shall be the responsibility of the employee.
- c) Use of the EAP services or any further professional help by an employee shall not preclude discipline for incompetence, misconduct or unsatisfactory job performance. Any discipline imposed shall be pursued in accordance with applicable provisions of the collective bargaining agreement.
- d) "Confidentiality" use of the EAP services or further professional help shall be confidential except when confidentiality is waived by the employee as discussed below. EAP records shall be maintained separately by the EAP coordinator, and shall not be included in personnel files. The EAP shall provide the employer's EAP coordinator with statistical data only regarding the use of the program by the employer's employees and members of their immediate families. In this regard, there shall be no names or reference of any type whatsoever that would enable any Department official to identify any subject of the EAP program.
- e) "Terms Pending Drug Rehabilitation" while undergoing treatment in the Erie County Sheriff's Department's approved program, the employee:
 - 1. Shall be relieved of duty, utilizing whatever leave time may be available in accordance with the collective bargaining agreement and/or the federal law. The employee shall be required to utilize all paid leave credits (ie: vacation, personal, and comp) before utilizing paid sick leave.
 - 2. "Return to Light Duty Following Rehabilitation" employees may be returned to "light duty" (contingent upon the availability of such an assignment) when:
 - a) They have successfully completed the required in/outpatient rehabilitation program, and
 - b) They have obtained a full release from the designated EAP counselor/physician, and
 - c) They continue the recommended/prescribed rehabilitation program as determined by the EAP.
 - While on such light duty, the employee may be subject to regular and frequent urinalysis drug testing.
 - 3. Return to Full Duty:
 - a) The employee may not return to full duty until he/she has satisfactorily completed Employer's approved drug/substance abuse program and obtained a negative drug urinalysis test result, and gained written clearance from the Employer's designated physician.

- b) Should the employee be returned to full duty status, he/she shall be placed in the selection pool for a period of twenty-four (24) months.

SECTION 29.7: Amnesty Rehabilitation Program -

- a) "Treatment/Rehabilitation Encouraged" members of the Teamsters Bargaining Unit who have a drug abuse or addiction problem are hereby encouraged to seek treatment and rehabilitation under this Employer/Union EAP program. Participation in this program shall be without fear of any discipline or discharge penalties provided:
1. Entry and participation in such treatment and rehabilitation must occur prior to employee selection for random drug testing or selection for reasonable suspicion or post-accident testing.
 2. An employee's refusal to participate in any material aspect of the subject EAP counseling/rehabilitation program or a failure to complete counseling and testing as may be required by the EAP, the referral agency, doctor, or counselor, shall be cause for termination from employment.
 3. The employee must sign any and all releases and/or waivers so as to allow the Employer to ensure employee participation in the counseling/rehabilitation program. Information acquired by the Employer shall be viewed by only those in a need-to-know status, and shall be filed separately from the employee's personnel file. In all other respects, the employee's right to confidentiality shall be respected.
 4. "Confirmed Positive Test Results" a positive drug test result and the MRO's confirmation of a positive drug test result following entry in and/or completion of any treatment/rehabilitation program shall result in the employee's discharge under the provisions of this policy.
 5. "Awareness and Education Program" an awareness and education program will be in effect during the first three (3) months following the effective date of the agreement, and during this three (3) month period no drug testing under the provisions of this policy or until the joint EAP program is in effect shall be conducted.

SECTION 29.8: Part of Employer/Union Contract - This policy shall be considered part of the Employer/Union Collective Bargaining Agreement.

SECTION 29.9: Changes in Medical Coverage by Providers - In the event that any or all the providers of health care benefit insurance modify or change the levels or coverage for drug treatment related medical activities during the life of any collective bargaining agreement, the employees covered under the provisions of this drug testing policy shall have the option to select any other health care insurance plan offered by the Employer without limitation to open enrollment periods.

ARTICLE 30 - TOTAL AGREEMENT

SECTION 30.1: Notwithstanding any Personnel Rules, and Regulations, Local Laws or resolutions, the foregoing constitutes the entire Agreement between the parties and shall supersede any and all personnel rules, regulations, Local Laws, or resolutions and no verbal statements or other amendments, except an amendment mutually agreed upon between the parties and in writing annexed hereto designated as an amendment to this Agreement, shall supersede or vary the provisions herein.

ARTICLE 31 - STATUTORY PROVISIONS

SECTION 31.1: It is understood by and between the parties that any provision of this Agreement requiring legislative action to permit its implementation by amendment of law or by providing the additional funds therefore, shall not become effective until the appropriate legislative body has given approval.

ARTICLE 32 - TERMINATION AND MODIFICATION

SECTION 32.1:

- a) This Agreement shall be effective as of January 1, 2000 and shall remain in full force and effect until the 31st day of December 2003. It shall be automatically renewed from year to year thereafter unless either party shall notify the other in writing one hundred eighty (180) days prior to the termination date that it desires to modify this Agreement. In the event that such notice is given, negotiations shall begin not later than one hundred fifty (150) days prior to the termination date. This Agreement shall remain in full force and be effective during the period of negotiations and until notice of termination of this Agreement is provided to the other party in the manner set forth in the following paragraph.
- b) In the event that either party desires to terminate this Agreement, written notice must be given to the other party not less than ten (10) days prior to the desired termination date which shall not be before the anniversary date set forth in the preceding paragraph.

IN WITNESS WHEREOF, THE PARTIES HERETO HAVE SET THEIR HAND THIS
_____ DAY OF _____, 2001.

TEAMSTERS LOCAL #264, AFFILIATED
WITH THE INTERNATIONAL BROTHERHOOD
OF TEAMSTERS, CHAUFFEURS,
WAREHOUSEMEN AND HELPERS OF
AMERICA.

THE COUNTY OF ERIE

THOMAS W. DZIEDZIC
PRESIDENT/PRINCIPAL EXECUTIVE
OFFICER
BUSINESS AGENT

JOEL A. GIAMBRA
ERIE COUNTY EXECUTIVE

BRIAN DOYLE
DIRECTOR OF LABOR RELATIONS

PATRICK M. GALLIVAN
SHERIFF OF ERIE COUNTY

APPROVED AS TO FORM:

ASSISTANT COUNTY ATTORNEY
ERIE COUNTY, NEW YORK

DATE

MEMORANDUM OF AGREEMENT

The Sheriff and Teamsters Local #264, shall establish a committee to study the question of upgrades in the Sheriff's Department. The Sheriff shall designate three employees to serve on the committee and Local #264 shall designate three employees to serve on the committee. The committee will forward any recommendations to the County Executive and to the County Legislature for their review.

MEMORANDUM OF AGREEMENT

It is agreed that whenever per diem (part-time) employees are utilized there will not be any regular full-time employees on layoff.

It is agreed by all parties that the practice of using employees commonly referred to as per-diem employees to maintain minimum staffing requirements at the Erie County Holding Center and at the Erie County Holding Center Annex and at any other site location operating under the authority of the Erie County Holding Center, may be continued under the following provisions:

"The Sheriff agrees that in all cases which involve minimum staffing needs for the Erie County Holding Center Operations that regular full-time personnel working on the respective shift will be utilized before calling to duty any part-time personnel. The Union, for its part, recognizes that given time constraints and the lack of available full-time regular personnel to work overtime situations, that it will be necessary, from time to time, to meet these situations by utilizing part-time employees".

The following are agreed levels of per-diem usage for the Sheriff's Department.

<u>Number of Per Diem Employees</u>	<u>Department</u>
19 Max	Holding Center Deputy Sheriff Officers working 285 Hours maximum per week with the exception from the period of May 15 through September 15, the 285 hours maximum per week maybe increased to 570 hours maximum per week (subject to mutual agreement on a yearly basis).
2 Max	Holding Center Infirmary working 19 hours per week.
2 Max	Radio Room, title Dispatcher, working 19 hours per week.
5 Max	Administration, Holding Center, each working 19 hours per week.
4 Max	Administration, 10 Delaware, each working 19 hours per week.
2 Max	Administration, Civil, working 19 hours per week.
4 Max	Administration, Police Service, each working 19 hours per week.
1 Max	Administration, Professional Standards, working 19 hours per week.
3 Max	Commissary, each working 19 hours per week.

It is agreed by the parties that any dispute arising out of utilizing per-diem employees shall be subject to the grievance and arbitration procedure.

SCHEDULE "A"
TITLES IN BARGAINING UNIT

SHERIFF - DEPUTIES

ADMIN ASST (HC)
ASST TR INST SH
CAPTAIN
CAPTAIN-OFFICER
COURT ATTD SHR
COURT OFF SHER
DEP SHER OFF 55B
DEP SHER-OFF SPA SPK
DEP SHER OFFICER
DEPUTY SHERIFF CIVIL
LIEUTENANT
LIEUTENANT-OFFICER
PRIN COURT DEPUTY
SECURITY DIR CTS
SERGEANT
SERGEANT CIVIL
SERGEANT OFFICER
TECHNICAL SERG
TRAIN INST (HC)
TRAINING DR (SHER)

SHERIFF - NON DEPUTY

ACCT CLK TYP SHER
ACCT CLK TYP (HC) 55B
ACCT CLK TYP-CIVIL
AMIN ASST SHER
ASST BOOKPR-CIVIL
ASST COOK HOLD CEN
CH ACCT CLK (CIVIL)
CHAPLAIN (RPT)
CLERK STENO (CIVIL)
CLERK STENO (HC)
CLERK STENO (SHER)
CLERK TYP SHER PT
CLERK TYPIST (CIVIL)
CLERK TYPIST (SHER)
CONFID AID SHER
COOK HOLD CEN
COOK MANAGER (HC)
COORDINATOR OF SUBSTANCE ABUSE
DATA ENTRY OPR HC
DISPATCHER SHER 55B
DISPATCHER SHERIFF
DOMESTIC VIOLENCE SPECIALIST
DRUG ABUSE LECT
INMATE ASSIST CLK

**SHERIFF - NON DEPUTY
(CONTINUED)**

KITCH HPR HOLD CEN
LABORER SHERIFF
MAINTENANCE WKR SHER
PAYROLL CLK SHER
PERSONNEL CLK SHER
POL COMP WTR SHER 55
POLIC COMP WTR SH
PRINT CLERK (SHER)
RECEPTIONIST SHER
RECORDS CLERK
RECORDS CLERK (SENIOR)
RECREATION ASST (HC)
SR ACCT CLK (SHER)
SR CLK (SHERIFF) 55B
SR CLK STENO (SHER)
SR MED SEC SHER
SUPV AUTO MECH SH

SHERIFF MEDICAL STAFF

HEAD NURSE HOLD CEN
HOLD CEN MED AIDE
NURSING SUPV - HC
REG NURSE (HC)

SCHEDULE "B"

UNION MEMBERSHIP APPLICATION

APPLICATION



For Membership in Local Union No. _____

Affiliated with the International Brotherhood of Teamsters

AFL-CIO

I, the undersigned, hereby apply for admission to membership in the above Local Union and voluntarily choose and designate it as my representative for purposes of collective bargaining, hereby revoking any contrary designations. If admitted to membership, I agree to abide by the Constitution of the International as well as the Local Union Bylaws which are not in conflict with International laws and thereupon accept and assume the following oath of obligation: I pledge my honor to faithfully observe the Constitution and laws of the International Brotherhood of Teamsters. I pledge that I will comply with all the rules and regulations for the government of the International Union and this Local Union. I will faithfully perform all the duties assigned to me to the best of my ability and skill. I will conduct myself at all times in a manner, as not to bring reproach upon my Union. I shall take an affirmative part in the business and activities of the Union and accept and discharge my responsibilities during any authorized strike or lock-out. I will never discriminate against a fellow worker on account of creed, color or nationality. I will at all times bear true and faithful allegiance to the International Brotherhood of Teamsters and this Local Union.

PRINT _____ Occupation _____
(LAST NAME) (FIRST NAME) (MIDDLE INITIAL)

Street _____ Phone _____

City _____ State _____ Zip Code _____

Employer _____ Employment Date _____

Street _____ Phone _____

City _____ State _____ Zip Code _____

Initiation Fee \$ _____ Paid to _____

Date of Birth _____ Social Security No. _____

Have you ever been a member of a Teamster Local Union? _____

If yes, what Local Union No. _____ I acknowledge receipt of the Union security notice.

DATE OF APPLICATION

SIGNATURE OF APPLICANT

White Copy to Local Union

Yellow Copy to Local Union

Pink Copy to Applicant



CHECKOFF AUTHORIZATION AND ASSIGNMENT



I, _____ (Print Name) hereby authorize my employer to deduct from my

wages each and every month an amount equal to the monthly dues, initiation fees and uniform assessments of Local Union _____, and direct such amounts so deducted to be turned over each month to the Secretary-Treasurer of such Local Union for and on my behalf.

This authorization is voluntary and is not conditioned on my present or future membership in the Union.

This authorization and assignment shall be irrevocable for the term of the applicable contract between the union and the employer or for one year, whichever is the lesser, and shall automatically renew itself for successive yearly or applicable contract periods thereafter, whichever is lesser, unless I give written notice to the company and the union at least sixty (60) days, but not more than seventy-five (75) days before any periodic renewal date of this authorization and assignment of my desire to revoke same.

Signature _____

Social Security Number _____ Date _____

Address _____

City _____ State _____ Zip Code _____

Employer _____

Union dues are not deductible as charitable contributions for Federal Income Tax purposes.

White Copy to Local Union

Yellow Copy to Company

Pink Copy to Applicant

SCHEDULE "C"

MEMORANDUM OF UNDERSTANDING

The following paragraphs pertain to the Collective Bargaining Agreement negotiated between the County of Erie and Teamsters Local #264 for the period January 1, 2000 through December 31, 2004.

1. The Health Plans listed in Article 19, Section 19.1 of said agreement will not be added to or deleted from without negotiations and agreement between the parties.
2. The "Open Window Period" during which an employee may choose one of the five (5) lowest cost health insurance plans will be held each year. If an employee chooses any of the five (5) lowest cost plans available, he or she will receive coverage in said plan without cost for the entire year following the effective date of said choice.
3. It is the intent of the parties that the Health Insurance Plans listed in Article 19, Section 19.1 shall continue to offer benefits which are substantially similar to those in existence on the date the Collective Bargaining Agreement is executed by the parties.

SCHEDULE "D"

MEMORANDUM

From: Alfreda W. Slominski, Comptroller
To: All Department Heads
Subject: RULES AND REGULATIONS COVERING TRAVEL EXPENSES

March 14, 1978

This memorandum is being issued once again for the purpose of outlining the basic rules and regulations governing the standard practices of travel.

These rules and regulations have been revised since 1973 and are formulated to provide each department with a guideline which will assist in the preparation and submission of travel requests and vouchers.

If there are specific questions or problems which require personal attention, please contact the Associate Deputy in charge of the Pre-Audit Section of the Comptroller's Department.

GENERAL

Of necessity, these rules and regulations are general in nature because of many varying conditions existing in different County Departments. Thus they allow the Department head discretion in carrying out his responsibility in the exercise of economy in travel expense in respect to:

1. Authorizing travel only when necessary.
2. Maintaining proper control to see that employees are not in a travel status any longer than assignments require.
3. Method of travel is the most expedient and economical means of transportation.
4. Attendance at conventions, training, seminars, etc.

Claims for reimbursement should be submitted promptly for payments within thirty (30) days after the completion of the travel. Claims submitted after the thirty (30) day period will be processed for payment only after all other timely submittals are audited.

Conventions, Conference, schools and pre-planned meetings require seven (7) days advance travel authorization. These authorizations are to be duly executed by an authorized official of the Department to which the expense is to be charged and the County Executive or his Designee (Budget Office) and the original is to be sent to the County Comptroller.

Travel Request Information - Prior to embarking on a trip, travel authorization must be requested on forms as supplied by the Budget Office. In filing such a request, it is directed that all required information be supplied. If possible, a copy of any pamphlet issued by the sponsoring organizations should be attached to the request.

Advance authorization is not required for reimbursement for routine field work within the boundaries of Erie County, nor for travel on County business. A radius of seventy (70) miles is considered local mileage.

PERSONAL FUNDS TO BE SUPPLIED

Except as provided by special law and/or rulings, funds for anticipated expenses are not advanced. It is the responsibility of each employee to provide funds for his own expenses. Reimbursement will be made by normal claim procedures with proper documentation and advanced authorization when required. Expenses will be reimbursed from budgeted funds, and advance authorization is required from the Budget Director.

EXPENSES

1. REIMBURSEMENT EXPENSES

Only the actual and necessary expenses essential to the ordinary comforts of a traveler in the performance of official duties will be reimbursed. A specific statement of the official business for which the expenses were incurred is required under the State Finance Law and is to be made part of the reimbursement request.

2. NON-REIMBURSEMENT EXPENSES

Travel shall be by the most direct route possible. Expenditures for laundry, valet service and entertainment, etc. are personal charges and will not be allowed.

TRANSPORTATION BY COMMON CARRIER

(a) TRAVEL BY AIR

It is the policy of the County of Erie that less than first class accommodations will be used to the maximum extent consistent with the successful accomplishment of official business. The policy is not extended to require use of air coach where it will require travel at unreasonable hours or result in added direct expense to the County. The travel order authorizing the air travel should stipulate that coach accommodation should be used when available. Where, however, more costly accommodations are necessary, satisfactory explanations should be submitted with the traveler's expense voucher. In all cases of travel by air, seat check, and/or remittance advice shall accompany traveler's expense voucher.

Provision has been made to make payment for air fare cost in advance of flight date, if payment is made directly to an airline company and appropriate authorizations for travel, requisitions and vouchers are received in the Comptroller's Office ten (10) working days prior to travel date. For detail information on this procedure, please contact the Associate Deputy Comptroller in charge of the Pre-Audit Section.

(b) TAXICAB CHARGES AND LIMOUSINE SERVICE

Limousine service and bus service to and from airports is more economical than taxicabs. Limousine or bus service should be utilized wherever available. Reasonable charges for taxicabs will be allowed. Receipts should be obtained when available. Mileage and parking fees for automobiles left at the airport at the origination of the trip will be reimbursed if supported by receipts.

TRANSPORTATION BY COUNTY-OWNED VEHICLES

(a) LIMITATION ON USE

The official use of personally-owned autos shall be restricted to such cases where it is to the advantage of the County. It is the responsibility of administrative personnel to prevent incurring additional expense through use of personally-owned autos. The common carrier service can be used without undue delay in conducting official business.

(b) RATES

Reimbursement for mileage will be at 14.5 cents per mile and 15 cents per mile for employees covered under the Teamsters Bargaining Unit subject to resolution amending and/or other applicable statutes.

(c) CHARGES

1. **PARKING CHARGES** - When an employee is in an official long distance travel status, necessary parking charges will be allowed. Receipts are required to substantiate these charges.
2. **THRUWAY TOLLS** - Reimbursement will be allowed for tolls actually paid for the use of portions of the Thruway. All claims for reimbursement must be supported by receipts obtainable at Thruway toll booths.

TRANSPORTATION BY RENTAL AUTOS

A charge for rental cars will be allowed only when satisfactorily justified in writing. The appropriate receipts and justification must be submitted with travel voucher.

MEALS AND LODGING

Lodging within the County of Erie is not an ordinary and necessary expense, and will NOT be reimbursed, except under emergency conditions. Exceptions must be by written advance authorization of the Department Head. A maximum daily rate of \$35.00 (\$40.00 - New York City and Washington, D.C.) will be allowed for lodging and supported by a paid bill. If the hotel bill is paid by credit card the credit card slip must accompany the hotel bill. (Note - Frequently hotels do not mark the bill paid.) It is also suggested that employees in travel status seek governmental lodging rates.

Reimbursement will not be made for sales taxes paid since the County is not required to pay State Sales Tax. (In New York State only.) Exemption forms may be obtained from the Comptroller's Office.

The following guidelines reflect the maximum meal allowances which are in effect:

Breakfast	\$3.00
Lunch	\$5.00
Dinner	\$7.50 - (\$10.00 New York City & Washington, D.C. only.)

The above rates include gratuity and applicable taxes.

Time limit on meal allowances - Meals will be allowed when leaving official station or place of residence if time of departure at the beginning of a trip occurs before the following hours:

Breakfast	7:00am
Lunch	11:30am
Dinner	6:30pm

Meals will be allowed when returning to official station or place of residence if the time of return at the conclusion of a trip occurs after the following hours:

Breakfast	8:00am
Lunch	2:00pm
Dinner	7:00pm

TELEPHONE AND TELEGRAPH CHARGES

Charges for telephone calls on official business will be allowed, provided a statement is furnished showing the points within which service was rendered, date of call and official business. No charge will be allowed for personal telephone charges or where sufficient time would allow the use of a letter. Out of town calls to home office should be made on a collect basis whenever possible.

MISCELLANEOUS CHARGES

Reimbursement for registration fees cannot exceed \$50.00 unless properly substantiated. Registration fees are to be paid by the individual and will be reimbursed upon presentation of Brochure and Announcement specifying the registration fee and a paid receipt.

Registration fees may also be paid in advance when payment is made directly to the sponsoring organization and appropriate travel authorization, requisition and voucher are received in the Comptroller's Office ten (10) working days prior to the date of event.

Baggage reimbursement is limited to 25 cents per bag.

Reimbursement for tuition of Schools, Workshops or Seminars requires receipted bills, and must be supported by evidence of classroom training, etc., such as a copy of the Brochure and Announcement describing the curriculum showing courses taken. Present requests to attend school etc, (even in Buffalo) require approval by respective Department Head, Executive Department and the Comptroller's Office.

No expenses will be reimbursed by the County of Erie if duplication of reimbursement occurs, i.e., another Governmental Social or Professional Organization covers expenses. If another organization is reimbursing for travel, notify the Comptroller's Office.

PRESENTATION OF CLAIMS FOR TRAVEL EXPENSES

The standard claim form will be used for all claims for travel expense. Sub-vouchers or receipts must be attached to the claim. The voucher must show the date each item of expenditure was incurred, the places between which travel was performed, time of departure, and time of arrival at destination. If travel by common carrier, the name of such carrier, must be given, if by auto, the statement of automobile travel showing mileage. Each voucher must show home address and official station of claimant and the duty or business of the voucher.

A copy of the plane ticket must accompany the travel expense voucher.

Please note that Section 175.35 of the Penal Law provides as follows:

"Offering a false instrument for filing in the first degree: A person is guilty of offering a false instrument for filing in the first degree when knowing that a written instrument contains a false statement of false information, and with intent to defraud the State or any political subdivision thereof, he offers or presents it to a public office or public servant with the knowledge or belief that it will be filed with, registered or recorded in or otherwise become a part of the records of such public office or public servant. Offering a false instrument for filing in the first degree is a Class E Felony."

SCHEDULE "E"

MEMORANDUM OF UNDERSTANDING

Pursuant to Article 9 Hours of Work, Section 9.2 Work Week, it is understood that said language contained in the Collective Bargaining Agreement covers all employees in the bargaining unit with the exception of those employees working in the job titles of Dispatcher, Dispatcher 55B, Complaint Writer and Complaint Writer 55B.

The normal work week for said employees is determined by the "wheeled" scheduling process which is as follows:

7 days worked - 2 days off
8 days worked - 4 days off

or

8 days worked - 2 days off
7 days worked - 4 days off

Further pursuant to Article 9, Hours of Work, Section 9.2, Work Week, it is understood that the current practice for selecting RDO's is based upon departmental seniority. It is further understood that the medical staff in various job titles (Head Nurses, RN's and Medical Aides) should be considered as one title and are included in this selection process.

It is understood that the title of Nurse Practitioner if created and filled may not be part of this Memorandum of Understanding.

Upon implementation of this agreement, there shall be an immediate adjustment placing all nursing staff on the proper RDO's according to their departmental seniority.

SCHEDULE "F"

POLICY FOR HOLDING CENTER DIVISION DEPUTIES

In order to maintain consistency when granting employee's requests for time off, i.e., personal leave days, vacation days, comp. days, etc., the following procedure has been established.

1. All requests for specific paid leave days must be made no more than 30 calendar days in advance and no less than five (5) calendar days in advance of the specific day requested.
2. No request slips will be accepted prior to the 30 day limit restriction. All request slips must reflect the date for which the request is made.
3. Requests will be granted on the first-come, first-serve basis within the 30 day period with priority placed on the type of day requested (with timeliness of filing being equal):
 - a) Personal Leave (PL) day requests receive priority
 - b) Vacation days requests receive secondary consideration
 - c) Comp day requests receive last consideration
4. If all things are equal: timeliness of filing and type of day requested, the tie-breaker is seniority.
5. Confirmation of paid time off requests shall be no later than five (5) calendar days prior to the date requested.
6. The above procedure(s) will be strictly adhered to by all affected personnel. In the case of an extreme emergency, however, the Shift Supervisor will retain the discretion to grant the time off with written documentation of same. A copy of this documentation will be forwarded to the Superintendent's Office.
7. The Watch Commander will be required to retain a copy of the employee's request (whether granted or denied) in a file in his office.

SCHEDULE "G"

POLICY FOR COURT DIVISION DEPUTIES

Pursuant to Article 13, Vacations and Article 14, Paid Leaves, Section 14.2, Personal Leave of the current collective bargaining agreement, the following shall work in conjunction with this and is intended in no way to alter said articles, with the exception of schedule "G" which will read as follows:

In order to maintain consistency when granting employee's requests for time off, ie., Personal Leave Days, Vacation Days, Comp. Days etc., the following procedure has been established.

1. All requests for specific paid leave days must be made no more than 30 calendar days in advance.
2. No request slips will be accepted prior to the 30 day limit restriction. All request slips must reflect the date for which the request is made.
3. Requests will be granted on the first-come, first-serve basis within the 30 day period with priority placed on the type of day requested (with timeliness of filing being equal):
 - a) Personal Leave (PL) Day requests receive priority.
 - b) Vacation Days and Comp Days shall be treated equally and these requests shall receive secondary consideration.
4. If all things are equal: Timeliness of filing and type of day requested, the tie-breaker is seniority.
5. Confirmation of paid time off requests shall be no later than three (3) calendar days prior to the date requested.
6. The above procedure(s) will be strictly adhered to by all affected personnel. In the case of an extreme emergency, however, the Lieutenant or Sergeant will retain the discretion to grant the time off with written documentation of same. A copy of this documentation will be forwarded to the Division Head's Office.
7. The Lieutenant or Sergeant will be required to retain a copy of the employee's request (whether granted or denied) in a file in the Division Head's Office.

SCHEDULE "H"

HOLDING CENTER POLICY FOR SELECTION OF VACATION

Vacations in the Holding Center shall be selected by departmental seniority in conjunction with Section 13.9 and 13.10 or Article 13.

1. The maximum number of Officers that can be scheduled off in any one week are as follows:

7:30 – 3:30 Shift	Six (6) Officers
3:30 – 11:30 Shift	Four (4) Officers
11:30 – 7:30 Shift	Three (3) Officers

Records/Booking:	One (1) Officer: One (1) Civilian
Medical:	One (1) Person Per Shift
Kitchen:	One (1) Person Per Shift

2. The maximum number of Officers that can be scheduled off in any week during the 3rd week in May and up to and including the 2nd week in September is as follows:

7:30 – 3:30 Shift	Ten (10) Officers
3:30 – 11:30 Shift	Seven (7) Officers
11:30 – 7:30 Shift	Five (5) Officers

Records/Booking:	One (1) Officer: One (1) Civilian
Medical:	One (1) Person Per Shift
Kitchen:	One (1) Person Per Shift

3. The maximum number of Officers that can be scheduled off in any week during the Summer period, which is defined as the 4th week in June and up to and including the last week in August with one (1) week for New Year's, two (2) weeks for Easter, one (1) week for 1st week of hunting, one (1) week for Thanksgiving and one (1) week for Christmas is as follows:

7:30 – 3:30 Shift	Plus Five (5), Total Fifteen (15)
3:30 – 11:30 Shift	Plus Two (2), Total Nine (9)
11:30 – 7:30 Shift	Plus Two (2), Total Seven (7)

Records/Booking:	One (1) Officer: One (1) Civilian
Medical:	One (1) Person Per Shift
Kitchen:	One (1) Person Per Shift

SCHEDULE "I"

COURT DIVISION POLICY FOR SELECTION OF VACATION

Vacations in the Court Division shall be selected by departmental seniority in conjunction with Section 13.9 and 13.10 of Article 13.

A vacation selection board will be established each year for purposes of selecting vacations. By departmental seniority, each employee shall mark on the selection board the vacation weeks he/she so desires for the period in question. The only restriction being that during the two (2) week period in July of each year in which the judges are at their judicial seminar, employees will be allowed to select only one (1) vacation week during that two (2) week period. It is the intent of said restriction that every deputy in the Court Division will have the opportunity to request at least one (1) week vacation during the two (2) week judicial recess period (see example below). Each employee will be given a maximum of forty-eight (48) hours to complete the above process.

Vacation and selection periods shall be as follows:

1. For the period of January 1 through March 31 of each year the Sheriff's Department must complete the selection process by December 1 of the preceding year.
2. For the period of April 1 through December 31 of each year the Sheriff's Department must complete the selection process by February 15 of the current year.

No employee shall select vacation credits in excess of what has been accrued to date, this may include carryovers from previous year, but at no time shall the request include personal leave and/or comp time as a substitution.

Approved weekly vacations shall not be cancelled or change to personal leave or comp time, unless an emergency exists, subject to approval of management.

Upon completion of the selection of weekly vacations process for all employees in question, employees may submit requests for weekly vacations utilizing personal leave and comp time provided the week requested is available.

EXAMPLE:

JULY

1 ST Week	
2 nd Week	Judicial Review
3 rd Week	Judicial Review
4 th Week	

VACATION SELECTION

1ST Week Plus 2nd Week – OK
3rd Week Plus 4th Week – OK
2nd Week Plus 3rd Week – Restricted to One (1) week, either or.

SCHEDULE "J"

MEMORANDUM OF UNDERSTANDING

It is understood between the parties that if Court Division Deputies on the O.C.A. payroll work overtime in the Holding Center they shall not be allowed to take compensatory time in lieu of payment for hours worked.

SCHEDULE "K"

MEMORANDUM OF UNDERSTANDING SHIFT SWAPPING

If an employee swaps with another employee and fails to complete the swap, or does not show up for work, then that employee is considered AWOL and is also subject to lose his/her swapping privileges for six (6) months, and be charged LWOP for the hours they were to work on the swap. This shall be considered a non-grievable issue because this will not be considered discipline under Article 22 of the collective bargaining agreement.

It will be the responsibility of the employee who is on the schedule to work, to notify the watch commander or supervisor in case he/she calls off due to an illness or emergency.

Every attempt will be made by the employee to have the swap forms turned in one week (7 days) before the day of the initial swap and no earlier than two week (14 days) in advance of the swap. Both parties agree that there will be times when unusual circumstances prevent the following of this rule and, therefore; the granting of the swap will be done on the individual merit of the circumstances in each case. Swaps must be initiated and completed within a pay period (14 days). There will be a limit of one swap per pay period. There will be no third-party swaps, nor more than one swap on the same day (double-swapping).

No swaps will be permitted that would allow employees to work more than sixteen (16) consecutive hours. Employees on a swap will not be mandated to work overtime.

For the purpose of computing overtime, employees actually performing the hours worked beyond their regularly scheduled shift in exchange waive any consideration of such hours for overtime.

It is acknowledged that the exchange of hours are voluntary and that no employer obligation is incurred.

All swap approvals, and the suspension of privileges, are at the discretion of the Sheriff or designee, and are not subject to the grievance procedure. All swaps must be in the same division.

Except as expressly stated in this agreement, all other provisions of the CBA/Contract shall apply.

Either party retains the right to terminate this agreement upon thirty (30) days written notice to the other party.

SCHEDULE "L"

MEMORANDUM OF UNDERSTANDING

Whereas, the Sheriff of Erie County desires to increase certain workload performed by members of the Teamsters, Local #264, commonly referred to as transportation; and

Whereas, both parties agree that this agreement does not create a waiver by Teamsters, Local 264, to claim exclusivity over the work being performed by its members before said increase, nor is this agreement an acknowledgement by the Sheriff of Erie County that the Teamsters, Local 264, has exclusivity over the work currently being performed by its members before said increase; and

Whereas, both parties understand that said increase could possibly be alleged at some future point as establishing exclusivity of work commonly referred to as transportation for the Teamsters, Local 264; and

Now therefore be it understood and agreed, that the Teamsters, Local 264, agrees that they will not attempt, in any forum, to claim exclusivity over said increase workload for a period of twenty-five (25) months from the date of said increase.

Dated: January 19, 2001

APPENDIX A

DATE :13-JUN-2001
TIME :11:06:16

12 MONTH SALARY SCALE

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ERIE COUNTY SALARY SCALES
SHERIFF DEPUTIES TEAMSTERS LOCAL 204
01-JAN-2000 - 29-DEC-00

SALARY TABLE/BARG UNIT 5

	0	1	2	3	4	5	A	B	C	D	E
5	25451 978.88 12.236	26978 1037.60 12.970	28099 1080.72 13.509	29197 1122.96 14.037	30314 1165.92 14.574	31425 1208.64 15.108	32028 1231.84 15.398	32641 1255.44 15.693	33255 1279.04 15.988	33867 1302.56 16.282	34478 1326.08 16.576
6	27340 1051.52 13.144	28979 1114.56 13.932	30297 1165.28 14.566	31614 1215.92 15.199	32926 1266.40 15.830	34249 1317.28 16.466	35023 1347.04 16.838	35797 1376.80 17.210	36552 1405.84 17.573	37321 1435.44 17.943	38091 1465.04 18.313
7	32329 1243.44 15.543	34268 1318.00 16.475	35865 1379.44 17.243	37463 1440.88 18.011	39056 1502.16 18.777	40654 1563.60 19.545	41525 1597.12 19.964	42392 1630.48 20.381	43262 1663.92 20.799	44129 1697.28 21.216	44999 1730.72 21.634
8	34341 1320.80 16.510	36537 1405.28 17.566	38403 1477.04 18.463	40277 1549.12 19.364	42139 1620.72 20.259	44000 1692.32 21.154	44955 1729.04 21.613	45906 1765.60 22.070	46862 1802.40 22.530	47815 1839.04 22.988	48770 1875.76 23.447
9	36793 1415.12 17.689	39000 1500.00 18.750	41090 1580.40 19.755	43189 1661.12 20.764	45269 1741.12 21.764	47360 1821.52 22.769	48402 1861.60 23.270	49458 1902.24 23.778	50496 1942.16 24.277	51542 1982.40 24.780	52589 2022.64 25.283
10	39258 1509.92 18.874	41612 1600.48 20.006	43894 1688.24 21.103	46170 1775.76 22.197	48435 1862.88 23.286	50725 1950.96 24.387	51867 1994.88 24.936	52998 2038.40 25.480	54142 2082.40 26.030	55284 2126.32 26.579	56424 2170.16 27.127

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12 MONTH SALARY SCALE

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01-JAN-2000 - 29-DEC-00

SALARY TABLE/BARG UNIT 5

	0	1	2	3	4	5	A	B	C	D	E
11	43041 1655.44 20.693	45623 1754.72 21.934	48077 1849.12 23.114	50548 1944.16 24.302	53005 2038.64 25.483	55474 2133.60 26.670	56705 2180.96 27.262	57940 2228.48 27.856	59166 2275.60 28.445	60399 2323.04 29.038	61630 2370.40 29.630
12	45899 1765.36 22.067	48653 1871.28 23.391	51378 1976.08 24.701	54115 2081.36 26.017	56832 2185.84 27.323	59557 2290.64 28.633	60932 2343.52 29.294	62286 2395.60 29.945	63652 2448.16 30.602	65019 2500.72 31.259	66385 2553.28 31.916
13	49918 1919.92 23.999	52913 2035.12 25.439	55896 2149.84 26.873	58891 2265.04 28.313	61892 2380.48 29.756	64871 2495.04 31.188	66375 2552.88 31.911	67877 2610.64 32.633	69383 2668.56 33.357	70884 2726.32 34.079	72388 2784.16 34.802
14	55424 2131.68 26.646	58750 2259.60 28.245	62115 2389.04 29.863	65466 2517.92 31.474	68817 2646.80 33.085	72182 2776.24 34.703	73865 2840.96 35.512	75554 2905.92 36.324	77243 2970.88 37.136	78930 3035.76 37.947	80617 3100.64 38.758
15	61169 2352.64 29.408	64838 2493.76 31.172	68586 2637.92 32.974	72336 2782.16 34.777	76088 2926.48 36.581	79851 3071.20 38.390	81719 3143.04 39.288	83591 3215.04 40.188	85473 3287.44 41.093	87350 3359.60 41.995	89226 3431.76 42.897
16	67359 2590.72 32.384	71400 2746.16 34.327	75550 2905.76 36.322	79708 3065.68 38.321	83866 3225.60 40.320	88007 3384.88 42.311	90095 3465.20 43.315	92173 3545.12 44.314	94259 3625.36 45.317	96344 3705.52 46.319	98428 3785.68 47.321

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12 MONTH SALARY SCALE

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SHERIFF DEPUTIES TEAMSTERS LOCAL 204
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	0	1	2	3	4	5	A	B	C	D	E
17	73474	77881	82462	87058	91643	96231	98525	100826	103110	105406	107700
	2825.92	2995.44	3171.60	3348.40	3524.72	3701.20	3789.44	3877.92	3965.76	4054.08	4142.32
	35.324	37.443	39.645	41.855	44.059	46.265	47.368	48.474	49.572	50.676	51.779

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TIME :10:06:41

12 MONTH SALARY SCALE

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ERIE COUNTY SALARY SCALES

SHERIFF NON-DEPUTIES TEAMSTERS LOCAL 204

01-JAN-2000 - 29-DEC-00

SALARY TABLE/BARG UNIT 11

	0	1	2	3	4	5	A	B	C	D	E
1	20097 772.96 9.662	21303 819.36 10.242	22102 850.08 10.626	22907 881.04 11.013	23714 912.08 11.401	24504 942.48 11.781	24908 958.00 11.975	25305 973.28 12.166	25705 988.64 12.358	26102 1003.92 12.549	26501 1019.28 12.741
2	20488 788.00 9.850	21717 835.28 10.441	22553 867.44 10.843	23385 899.44 11.243	24217 931.44 11.643	25039 963.04 12.038	25455 979.04 12.238	25890 995.76 12.447	26291 1011.20 12.640	26707 1027.20 12.840	27125 1043.28 13.041
3	21245 817.12 10.214	22520 866.16 10.827	23394 899.76 11.247	24282 933.92 11.674	25149 967.28 12.091	26033 1001.28 12.516	26466 1017.92 12.724	26919 1035.36 12.942	27350 1051.92 13.149	27785 1068.64 13.358	28224 1085.52 13.569
4	22158 852.24 10.653	23487 903.36 11.292	24421 939.28 11.741	25343 974.72 12.184	26287 1011.04 12.638	27229 1047.28 13.091	27691 1065.04 13.313	28153 1082.80 13.535	28621 1100.80 13.760	29087 1118.72 13.984	29553 1136.64 14.208
5	23442 901.60 11.270	24848 955.68 11.946	25884 995.52 12.444	26886 1034.08 12.926	27922 1073.92 13.424	28945 1113.28 13.916	29505 1134.80 14.185	30062 1156.24 14.453	30622 1177.76 14.722	31181 1199.28 14.991	31741 1220.80 15.260
6	25183 968.56 12.107	26693 1026.64 12.833	27901 1073.12 13.414	29116 1119.84 13.998	30326 1166.40 14.580	31549 1213.44 15.168	32257 1240.64 15.508	32970 1268.08 15.851	33663 1294.72 16.184	34370 1321.92 16.524	35075 1349.04 16.863

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12 MONTH SALARY SCALE

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01-JAN-2000 - 29-DEC-00

SALARY TABLE/BARG UNIT 11

	0	1	2	3	4	5	A	B	C	D	E
7	27023 1039.36 12.992	28644 1101.68 13.771	30135 1159.04 14.488	31614 1215.92 15.199	33101 1273.12 15.914	34586 1330.24 16.628	35391 1361.20 17.015	36207 1392.56 17.407	37016 1423.68 17.796	37827 1454.88 18.186	38638 1486.08 18.576
8	29018 1116.08 13.951	30759 1183.04 14.788	32498 1249.92 15.624	34241 1316.96 16.462	35967 1383.36 17.292	37696 1449.84 18.123	38586 1484.08 18.551	39474 1518.24 18.978	40364 1552.48 19.406	41257 1586.80 19.835	42147 1621.04 20.263
9	31175 1199.04 14.988	33045 1270.96 15.887	34994 1345.92 16.824	36943 1420.88 17.761	38879 1495.36 18.692	40824 1570.16 19.627	41793 1607.44 20.093	42769 1644.96 20.562	43732 1682.00 21.025	44703 1719.36 21.492	45675 1756.72 21.959
10	33467 1287.20 16.090	35474 1364.40 17.055	37596 1446.00 18.075	39709 1527.28 19.091	41827 1608.72 20.109	43950 1690.40 21.130	45009 1731.12 21.639	46066 1771.76 22.147	47124 1812.48 22.656	48183 1853.20 23.165	49242 1893.92 23.674
11	36982 1422.40 17.780	39202 1507.76 18.847	41486 1595.60 19.945	43794 1684.40 21.055	46072 1772.00 22.150	48362 1860.08 23.251	49514 1904.40 23.805	50658 1948.40 24.355	51800 1992.32 24.904	52948 2036.48 25.456	54097 2080.64 26.008
12	39643 1524.72 19.059	42022 1616.24 20.203	44556 1713.68 21.421	47104 1811.68 22.646	49637 1909.12 23.864	52173 2006.64 25.083	53441 2055.44 25.693	54702 2103.92 26.299	55979 2153.04 26.913	57248 2201.84 27.523	58517 2250.64 28.133

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ERIE COUNTY SALARY SCALES

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SALARY TABLE/BARG UNIT 11

	0	1	2	3	4	5	A	B	C	D	E
13	43385 1668.64 20.858	45987 1768.72 22.109	48766 1875.60 23.445	51557 1982.96 24.787	54344 2090.16 26.127	57106 2196.40 27.455	58504 2250.16 28.127	59900 2303.84 28.798	61298 2357.60 29.470	62693 2411.28 30.141	64091 2465.04 30.813
14	48499 1865.36 23.317	51409 1977.28 24.716	54548 2098.00 26.225	57660 2217.68 27.721	60778 2337.60 29.220	63910 2458.08 30.726	65468 2518.00 31.475	67045 2578.64 32.233	68621 2639.28 32.991	70190 2699.60 33.745	71760 2760.00 34.500
15	53851 2071.20 25.890	57081 2195.44 27.443	60568 2329.52 29.119	64052 2463.52 30.794	67544 2597.84 32.473	71040 2732.32 34.154	72777 2799.12 34.989	74520 2866.16 35.827	76274 2933.60 36.670	78017 3000.64 37.508	79762 3067.76 38.347
16	59604 2292.48 28.656	63180 2430.00 30.375	67040 2578.48 32.231	70909 2727.28 34.091	74772 2875.84 35.948	78628 3024.16 37.802	80567 3098.72 38.734	82503 3173.20 39.665	84440 3247.68 40.596	86374 3322.08 41.526	88311 3396.56 42.457
17	65297 2511.44 31.393	69214 2662.08 33.276	73470 2825.76 35.322	77740 2990.00 37.375	82006 3154.08 39.426	86272 3318.16 41.477	88402 3400.08 42.501	90553 3482.80 43.535	92674 3564.40 44.555	94806 3646.40 45.580	96940 3728.48 46.606
18	71240 2740.00 34.250	75514 2904.40 36.305	80184 3084.00 38.550	84854 3263.60 40.795	89511 3442.72 43.034	94191 3622.72 45.284	96518 3712.24 46.403	98854 3802.08 47.526	101202 3892.40 48.655	103540 3982.32 49.779	105878 4072.24 50.903

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12 MONTH SALARY SCALE

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ERIE COUNTY SALARY SCALES
SHERIFF NON-DEPUTIES TEAMSTERS LOCAL 204
01-JAN-2000 - 29-DEC-00

SALARY TABLE/BARG UNIT 11

	0	1	2	3	4	5	A	B	C	D	E
19	77769	82435	87537	92641	97741	102841	105400	107946	110502	113056	115611
	2991.12	3170.56	3366.80	3563.12	3759.28	3955.44	4053.84	4151.76	4250.08	4348.32	4446.56
	37.389	39.632	42.085	44.539	46.991	49.443	50.673	51.897	53.126	54.354	55.582
20	84361	89421	94989	100543	106105	111681	114454	117231	120018	122799	125580
	3244.64	3439.28	3653.44	3867.04	4080.96	4295.44	4402.08	4508.88	4616.08	4723.04	4830.00
	40.558	42.991	45.668	48.338	51.012	53.693	55.026	56.361	57.701	59.038	60.375
21	90948	96404	102425	108441	114464	120480	123490	126497	129503	132508	135516
	3498.00	3707.84	3939.44	4170.80	4402.48	4633.84	4749.60	4865.28	4980.88	5096.48	5212.16
	43.725	46.348	49.243	52.135	55.031	57.923	59.370	60.816	62.261	63.706	65.152
22	97047	102868	109289	115702	122113	128525	131731	134942	138154	141365	144577
	3732.56	3956.48	4203.44	4450.08	4696.64	4943.28	5066.56	5190.08	5313.60	5437.12	5560.64
	46.657	49.456	52.543	55.626	58.708	61.791	63.332	64.876	66.420	67.964	69.508

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ERIE COUNTY SALARY SCALES
SHERIFF - MEDICAL STAFF
01-JAN-2000 - 29-DEC-00

SALARY TABLE/BARG UNIT 13

	0	1	2	3	4	5	A	B	C	D	E
7	29157 1121.44 14.018	30907 1188.72 14.859	32679 1256.88 15.711	34403 1323.20 16.540	36146 1390.24 17.378	37881 1456.96 18.212	38784 1491.68 18.646	39668 1525.68 19.071	40566 1560.24 19.503	41459 1594.56 19.932	42353 1628.96 20.362
8	31420 1208.48 15.106	33305 1280.96 16.012	35219 1354.56 16.932	37076 1426.00 17.825	38948 1498.00 18.725	40822 1570.08 19.626	41789 1607.28 20.091	42746 1644.08 20.551	43713 1681.28 21.016	44674 1718.24 21.478	45637 1755.28 21.941
10	36246 1394.08 17.426	38420 1477.68 18.471	40714 1565.92 19.574	43000 1653.84 20.673	45296 1742.16 21.777	47599 1830.72 22.884	48747 1874.88 23.436	49887 1918.72 23.984	51041 1963.12 24.539	52187 2007.20 25.090	53335 2051.36 25.642
12	42931 1651.20 20.640	45506 1750.24 21.878	48256 1856.00 23.200	51010 1961.92 24.524	53749 2067.28 25.841	56497 2172.96 27.162	57876 2226.00 27.825	59240 2278.48 28.481	60620 2331.52 29.144	61994 2384.40 29.805	63369 2437.28 30.466

APPENDIX B

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ERIE COUNTY SALARY SCALES
SHERIFF DEPUTIES TEAMSTERS LOCAL 204
30-DEC-2000 - 28-DEC-01

SALARY TABLE/BARG UNIT 5

	0	1	2	3	4	5	A	B	C	D	E
5	26341 1013.12 12.664	27922 1073.92 13.424	29083 1118.56 13.982	30218 1162.24 14.528	31375 1206.72 15.084	32525 1250.96 15.637	33149 1274.96 15.937	33783 1299.36 16.242	34420 1323.84 16.548	35052 1348.16 16.852	35684 1372.48 17.156
	28296 1088.32 13.604	29994 1153.60 14.420	31358 1206.08 15.076	32720 1258.48 15.731	34079 1310.72 16.384	35447 1363.36 17.042	36248 1394.16 17.427	37049 1424.96 17.812	37831 1455.04 18.188	38628 1485.68 18.571	39424 1516.32 18.954
7	33461 1286.96 16.087	35468 1364.16 17.052	37122 1427.76 17.847	38773 1491.28 18.641	40423 1554.72 19.434	42076 1618.32 20.229	42979 1653.04 20.663	43876 1687.52 21.094	44776 1722.16 21.527	45675 1756.72 21.959	46573 1791.28 22.391
8	35543 1367.04 17.088	37816 1454.48 18.181	39747 1528.72 19.109	41687 1603.36 20.042	43613 1677.44 20.968	45540 1751.52 21.894	46528 1789.52 22.369	47511 1827.36 22.842	48504 1865.52 23.319	49489 1903.44 23.793	50477 1941.44 24.268
9	38081 1464.64 18.308	40364 1552.48 19.406	42528 1635.68 20.446	44701 1719.28 21.491	46854 1802.08 22.526	49017 1885.28 23.566	50095 1926.72 24.084	51189 1968.80 24.610	52264 2010.16 25.127	53346 2051.76 25.647	54429 2093.44 26.168
	40633 1562.80 19.535	43068 1656.48 20.706	45431 1747.36 21.842	47786 1837.92 22.974	50130 1928.08 24.101	52501 2019.28 25.241	53683 2064.72 25.809	54854 2109.76 26.372	56037 2155.28 26.941	57219 2200.72 27.509	58398 2246.08 28.076

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ERIE COUNTY SALARY SCALES

SHERIFF DEPUTIES TEAMSTERS LOCAL 204

30-DEC-2000 - 28-DEC-01

SALARY TABLE/BARG UNIT 5

	0	1	2	3	4	5	A	B	C	D	E
11	44547 1713.36 21.417	47220 1816.16 22.702	49760 1913.84 23.923	52318 2012.24 25.153	54860 2110.00 26.375	57414 2208.24 27.603	58689 2257.28 28.216	59968 2306.48 28.831	61237 2355.28 29.441	62512 2404.32 30.054	63787 2453.36 30.667
12	47505 1827.12 22.839	50357 1936.80 24.210	53177 2045.28 25.566	56010 2154.24 26.928	58820 2262.32 28.279	61641 2370.80 29.635	63064 2425.52 30.319	64465 2479.44 30.993	65880 2533.84 31.673	67294 2588.24 32.353	68709 2642.64 33.033
13	51665 1987.12 24.839	54764 2106.32 26.329	57853 2225.12 27.814	60952 2344.32 29.304	64058 2463.76 30.797	67142 2582.40 32.280	68698 2642.24 33.028	70252 2702.00 33.775	71810 2761.92 34.524	73366 2821.76 35.272	74922 2881.60 36.020
14	57364 2206.32 27.579	60807 2338.72 29.234	64289 2472.64 30.908	67758 2606.08 32.576	71225 2739.44 34.243	74709 2873.44 35.918	76450 2940.40 36.755	78198 3007.60 37.595	79947 3074.88 38.436	81692 3142.00 39.275	83439 3209.20 40.115
15	63309 2434.96 30.437	67107 2581.04 32.263	70986 2730.24 34.128	74868 2879.52 35.994	78751 3028.88 37.861	82647 3178.72 39.734	84579 3253.04 40.663	86518 3327.60 41.595	88464 3402.48 42.531	90407 3477.20 43.465	92348 3551.84 44.398
16	69715 2681.36 33.517	73898 2842.24 35.528	78193 3007.44 37.593	82497 3172.96 39.662	86800 3338.48 41.731	91087 3503.36 43.792	93248 3586.48 44.831	95399 3669.20 45.865	97558 3752.24 46.903	99715 3835.20 47.940	101872 3918.16 48.977

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ERIE COUNTY SALARY SCALES
SHERIFF DEPUTIES TEAMSTERS LOCAL 204
30-DEC-2000 - 28-DEC-01

SALARY TABLE/BARG UNIT 5

	0.	1	2	3	4	5	A	B	C	D	E
	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
17	76045	80608	85349	90106	94850	99599	101974	104356	106719	109096	111469
	2924.80	3100.32	3282.64	3465.60	3648.08	3830.72	3922.08	4013.68	4104.56	4196.00	4287.28
	36.560	38.754	41.033	43.320	45.601	47.884	49.026	50.171	51.307	52.450	53.591

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SHERIFF NON-DEPUTIES TEAMSTERS LOCAL 204
30-DEC-2000 - 28-DEC-01

SALARY TABLE/BARG UNIT 11

	0	1	2	3	4	5	A	B	C	D	E
1	20800 800.00 10.000	22048 848.00 10.600	22876 879.84 10.998	23708 911.84 11.398	24544 944.00 11.800	25361 975.44 12.193	25780 991.52 12.394	26191 1007.36 12.592	26605 1023.28 12.791	27015 1039.04 12.988	27429 1054.96 13.187
2	21206 815.60 10.195	22476 864.48 10.806	23344 897.84 11.223	24205 930.96 11.637	25066 964.08 12.051	25915 996.72 12.459	26345 1013.28 12.666	26797 1030.64 12.883	27211 1046.56 13.082	27641 1063.12 13.289	28074 1079.76 13.497
3	21988 845.68 10.571	23308 896.48 11.206	24213 931.28 11.641	25133 966.64 12.083	26029 1001.12 12.514	26944 1036.32 12.954	27392 1053.52 13.169	27862 1071.60 13.395	28307 1088.72 13.609	28758 1106.08 13.826	29212 1123.52 14.044
4	22934 882.08 11.026	24309 934.96 11.687	25276 972.16 12.152	26229 1008.80 12.610	27206 1046.40 13.080	28182 1083.92 13.549	28660 1102.32 13.779	29139 1120.72 14.009	29623 1139.36 14.242	30104 1157.84 14.473	30586 1176.40 14.705
5	24261 933.12 11.664	25717 989.12 12.364	26790 1030.40 12.880	27826 1070.24 13.378	28900 1111.52 13.894	29958 1152.24 14.403	30536 1174.48 14.681	31115 1196.72 14.959	31693 1218.96 15.237	32273 1241.28 15.516	32852 1263.52 15.794
6	26064 1002.48 12.531	27627 1062.56 13.282	28877 1110.64 13.883	30135 1159.04 14.488	31387 1207.20 15.090	32654 1255.92 15.699	33386 1284.08 16.051	34124 1312.48 16.406	34840 1340.00 16.750	35572 1368.16 17.102	36302 1396.24 17.453

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ERIE COUNTY SALARY SCALES
SHERIFF NON-DEPUTIES TEAMSTERS LOCAL 204
30-DEC-2000 - 28-DEC-01

SALARY TABLE/BARG UNIT 11

	0	1	2	3	4	5	A	B	C	D	E
7	27970 1075.76 13.447	29646 1140.24 14.253	31190 1199.60 14.995	32720 1258.48 15.731	34260 1317.68 16.471	35797 1376.80 17.210	36631 1408.88 17.611	37473 1441.28 18.016	38312 1473.52 18.419	39152 1505.84 18.823	39990 1538.08 19.226
8	30033 1155.12 14.439	31836 1224.48 15.306	33636 1293.68 16.171	35439 1363.04 17.038	37226 1431.76 17.897	39015 1500.56 18.757	39936 1536.00 19.200	40855 1571.36 19.642	41777 1606.80 20.085	42700 1642.32 20.529	43622 1677.76 20.972
9	32267 1241.04 15.513	34201 1315.44 16.443	36219 1393.04 17.413	38237 1470.64 18.383	40240 1547.68 19.346	42253 1625.12 20.314	43256 1663.68 20.796	44267 1702.56 21.282	45263 1740.88 21.761	46268 1779.52 22.244	47274 1818.24 22.728
10	34638 1332.24 16.653	36716 1412.16 17.652	38913 1496.64 18.708	41099 1580.72 19.759	43291 1665.04 20.813	45490 1749.60 21.870	46584 1791.68 22.396	47678 1833.76 22.922	48774 1875.92 23.449	49870 1918.08 23.976	50966 1960.24 24.503
11	38276 1472.16 18.402	40575 1560.56 19.507	42937 1651.44 20.643	45327 1743.36 21.792	47684 1834.00 22.925	50055 1925.20 24.065	51247 1971.04 24.638	52431 2016.56 25.207	53614 2062.08 25.776	54802 2107.76 26.347	55989 2153.44 26.918
12	41030 1578.08 19.726	43493 1672.80 20.910	46116 1773.68 22.171	48753 1875.12 23.439	51374 1975.92 24.699	53999 2076.88 25.961	55311 2127.36 26.592	56616 2177.52 27.219	57938 2228.40 27.855	59251 2278.88 28.486	60565 2329.44 29.118

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SHERIFF NON-DEPUTIES TEAMSTERS LOCAL 204
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SALARY TABLE/BARG UNIT 11

	0	1	2	3	4	5	A	B	C	D	E
13	44903 1727.04 21.588	47597 1830.64 22.883	50473 1941.28 24.266	53362 2052.40 25.655	56245 2163.28 27.041	59105 2273.28 28.416	60551 2328.88 29.111	61996 2384.48 29.806	63442 2440.08 30.501	64888 2495.68 31.196	66333 2551.28 31.891
14	50197 1930.64 24.133	53208 2046.48 25.581	56457 2171.44 27.143	59677 2295.28 28.691	62905 2419.44 30.243	66146 2544.08 31.801	67760 2606.16 32.577	69391 2668.88 33.361	71024 2731.68 34.146	72646 2794.08 34.926	74273 2856.64 35.708
15	55736 2143.68 26.796	59080 2272.32 28.404	62687 2411.04 30.138	66294 2549.76 31.872	69909 2688.80 33.610	73526 2827.92 35.349	75325 2897.12 36.214	77128 2966.48 37.081	78942 3036.24 37.953	80748 3105.68 38.821	82553 3175.12 39.689
16	61691 2372.72 29.659	65391 2515.04 31.438	69387 2668.72 33.359	73391 2822.72 35.284	77388 2976.48 37.206	81380 3130.00 39.125	83387 3207.20 40.090	85390 3284.24 41.053	87395 3361.36 42.017	89396 3438.32 42.979	91401 3515.44 43.943
17	67583 2599.36 32.492	71637 2755.28 34.441	76041 2924.64 36.558	80461 3094.64 38.683	84876 3264.48 40.806	89292 3434.32 42.929	91497 3519.12 43.989	93723 3604.72 45.059	95917 3689.12 46.114	98124 3774.00 47.175	100333 3858.96 48.237
18	73734 2835.92 35.449	78158 3006.08 37.576	82990 3191.92 39.899	87824 3377.84 42.223	92643 3563.20 44.540	97488 3749.52 46.869	99896 3842.16 48.027	102313 3935.12 49.189	104745 4028.64 50.358	107164 4121.68 51.521	109585 4214.80 52.685

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ERIE COUNTY SALARY SCALES
SHERIFF NON-DEPUTIES TEAMSTERS LOCAL 204
30-DEC-2000 - 28-DEC-01

SALARY TABLE/BARG UNIT 11

	0	1	2	3	4	5	A	B	C	D	E
19	80492 3095.84 38.698	85320 3281.52 41.019	90601 3484.64 43.558	95884 3687.84 46.098	101163 3890.88 48.636	106442 4093.92 51.174	109090 4195.76 52.447	111723 4297.04 53.713	114369 4398.80 54.985	117012 4500.48 56.256	119656 4602.16 57.527
20	87314 3358.24 41.978	92552 3559.68 44.496	98313 3781.28 47.266	104062 4002.40 50.030	109818 4223.76 52.797	115590 4445.76 55.572	118460 4556.16 56.952	121335 4666.72 58.334	124220 4777.68 59.721	127096 4888.32 61.104	129975 4999.04 62.488
21	94130 3620.40 45.255	99778 3837.60 47.970	106011 4077.36 50.967	112237 4316.80 53.960	118471 4556.56 56.957	124696 4796.00 59.950	127812 4915.84 61.448	130926 5035.60 62.945	134035 5155.20 64.440	137147 5274.88 65.936	140259 5394.56 67.432
22	100443 3863.20 48.290	106469 4094.96 51.187	113115 4350.56 54.382	119752 4605.84 57.573	126387 4861.04 60.763	133024 5116.32 63.954	136342 5243.92 65.549	139666 5371.76 67.147	142990 5499.60 68.745	146313 5627.44 70.343	149637 5755.28 71.941

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ERIE COUNTY SALARY SCALES
SHERIFF - MEDICAL STAFF
30-DEC-2000 - 28-DEC-01

SALARY TABLE/BARG UNIT 13

	0	1	2	3	4	5	A	B	C	D	E
7	30179 1160.72 14.509	31988 1230.32 15.379	33823 1300.88 16.261	35608 1369.52 17.119	37411 1438.88 17.986	39206 1507.92 18.849	40142 1543.92 19.299	41055 1579.04 19.738	41987 1614.88 20.186	42910 1650.40 20.630	43836 1686.00 21.075
8	32521 1250.80 15.635	34470 1325.76 16.572	36452 1402.00 17.525	38374 1475.92 18.449	40310 1550.40 19.380	42251 1625.04 20.313	43252 1663.52 20.794	44242 1701.60 21.270	45244 1740.16 21.752	46238 1778.40 22.230	47235 1816.72 22.709
10	37515 1442.08 18.036	39763 1529.36 19.117	42139 1620.72 20.259	44506 1711.76 21.397	46881 1803.12 22.539	49265 1894.80 23.685	50452 1940.48 24.256	51632 1985.84 24.823	52828 2031.84 25.398	54013 2077.44 25.968	55201 2123.12 26.539
12	44433 1708.96 21.362	47100 1811.52 22.644	49945 1920.96 24.012	52795 2030.56 25.382	55630 2139.60 26.745	58475 2249.04 28.113	59902 2303.92 28.799	61314 2358.24 29.478	62741 2413.12 30.164	64164 2467.84 30.848	65587 2522.56 31.532

APPENDIX C

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ERIE COUNTY SALARY SCALES
SHERIFF DEPUTIES TEAMSTERS LOCAL 204
29-DEC-2001 - 27-DEC-02

SALARY TABLE/BARG-UNIT 5

	0	1	2	3	4	5	A	B	C	D	E
5	27198 1046.08 13.076	28829 1108.80 13.860	30027 1154.88 14.436	31200 1200.00 15.000	32394 1245.92 15.574	33582 1291.60 16.145	34226 1316.40 16.455	34882 1341.60 16.770	35539 1366.88 17.086	36192 1392.00 17.400	36845 1417.12 17.714
6	29216 1123.68 14.046	30969 1191.12 14.889	32377 1245.28 15.566	33783 1299.36 16.242	35185 1353.28 16.916	36600 1407.68 17.596	37425 1439.44 17.993	38253 1471.28 18.391	39060 1502.32 18.779	39884 1534.00 19.175	40706 1565.60 19.570
7	34549 1328.80 16.610	36620 1408.48 17.606	38328 1474.16 18.427	40034 1539.76 19.247	41737 1605.28 20.066	43443 1670.88 20.886	44377 1706.80 21.335	45302 1742.40 21.780	46232 1778.16 22.227	47160 1813.84 22.673	48088 1849.52 23.119
8	36697 1411.44 17.643	39046 1501.76 18.772	41038 1578.40 19.730	43041 1655.44 20.693	45030 1731.92 21.649	47020 1808.48 22.606	48040 1847.68 23.096	49055 1886.72 23.584	50080 1926.16 24.077	51097 1965.28 24.566	52119 2004.56 25.057
9	39318 1512.24 18.903	41677 1602.96 20.037	43909 1688.80 21.110	46153 1775.12 22.189	48377 1860.64 23.258	50611 1946.56 24.332	51723 1989.36 24.867	52853 2032.80 25.410	53964 2075.52 25.944	55080 2118.48 26.481	56197 2161.44 27.018
10	41954 1613.60 20.170	44468 1710.32 21.379	46908 1804.16 22.552	49340 1897.68 23.721	51759 1990.72 24.884	54207 2084.88 26.061	55428 2131.84 26.648	56636 2178.32 27.229	57859 2225.36 27.817	59078 2272.24 28.403	60295 2319.04 28.988

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ERIE COUNTY SALARY SCALES
SHERIFF DEPUTIES TEAMSTERS LOCAL 204
29-DEC-2001 - 27-DEC-02

SALARY TABLE/BARG UNIT 5.

	0	1	2	3	4	5	A	B	C	D	E
11	45995 1769.04 22.113	48755 1875.20 23.440	51376 1976.00 24.700	54018 2077.60 25.970	56643 2178.56 27.232	59280 2280.00 28.500	60597 2330.64 29.133	61917 2381.44 29.768	63228 2431.84 30.398	64544 2482.48 31.031	65861 2533.12 31.664
12	49048 1886.48 23.581	51994 1999.76 24.997	54906 2111.76 26.397	57030 2224.24 27.803	60732 2335.84 29.198	63644 2447.84 30.598	65112 2504.32 31.304	66560 2560.00 32.000	68020 2616.16 32.702	69480 2672.32 33.404	70943 2728.56 34.107
13	53344 2051.68 25.646	56545 2174.80 27.185	59733 2297.44 28.718	62932 2420.48 30.256	66140 2543.84 31.798	69324 2666.32 33.329	70930 2728.08 34.101	72536 2789.84 34.873	74144 2851.68 35.646	75749 2913.44 36.418	77357 2975.28 37.191
14	59228 2278.00 28.475	62783 2414.72 30.184	66379 2553.04 31.913	69961 2690.80 33.635	73540 2828.48 35.356	77137 2966.80 37.085	78936 3036.00 37.950	80739 3105.36 38.817	82545 3174.80 39.685	84346 3244.08 40.551	86152 3313.52 41.419
15	65366 2514.08 31.426	69289 2664.96 33.312	73293 2818.96 35.237	77301 2973.12 37.164	81309 3127.28 39.091	85332 3282.00 41.025	87329 3358.80 41.985	89330 3435.76 42.947	91339 3513.04 43.913	93346 3590.24 44.878	95349 3667.28 45.841
16	71980 2768.48 34.606	76301 2934.64 36.683	80735 3105.20 38.815	85178 3276.08 40.951	89621 3446.96 43.087	94047 3617.20 45.215	96279 3703.04 46.288	98500 3788.48 47.356	100728 3874.16 48.427	102956 3959.84 49.498	105184 4045.52 50.569

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ERIE COUNTY SALARY SCALES
SHERIFF DEPUTIES TEAMSTERS LOCAL 204
29-DEC-2001 - 27-DEC-02

SALARY TABLE/BARG UNIT 5

	0	1	2	3	4	5	A	B	C	D	E
17	78516	83229	88123	93034	97933	102835	105288	107748	110186	112642	115093
	3019.84	3201.12	3389.36	3578.24	3766.64	3955.20	4049.52	4144.16	4237.92	4332.40	4426.64
	37.748	40.014	42.367	44.728	47.083	49.440	50.619	51.802	52.974	54.155	55.333

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ERIE COUNTY SALARY SCALES
SHERIFF NON-DEPUTIES TEAMSTERS LOCAL 204
29-DEC-2001 - 27-DEC-02

SALARY TABLE/BARG UNIT 11

	0	1	2	3	4	5	A	B	C	D	E
1	21476 826.00 10.325	22766 875.60 10.945	23618 908.40 11.355	24477 941.44 11.768	25343 974.72 12.184	26185 1007.12 12.589	26618 1023.76 12.797	27042 1040.08 13.001	27471 1056.56 13.207	27893 1072.80 13.410	28321 1089.28 13.616
2	21894 842.08 10.526	23207 892.56 11.157	24103 927.04 11.588	24991 961.20 12.015	25881 995.44 12.443	26757 1029.12 12.864	27202 1046.24 13.078	27668 1064.16 13.302	28095 1080.56 13.507	28540 1097.68 13.721	28987 1114.88 13.936
3	22703 873.20 10.915	24066 925.60 11.570	25000 961.52 12.019	25950 998.08 12.476	26876 1033.68 12.921	27820 1070.00 13.375	28282 1087.76 13.597	28766 1106.40 13.830	29226 1124.08 14.051	29692 1142.00 14.275	30160 1160.00 14.500
4	23679 910.72 11.384	25099 965.36 12.067	26098 1003.76 12.547	27082 1041.60 13.020	28090 1080.40 13.505	29097 1119.12 13.989	29592 1138.16 14.227	30085 1157.12 14.464	30586 1176.40 14.705	31081 1195.44 14.943	31581 1214.64 15.183
5	25049 963.44 12.043	26553 1021.28 12.766	27662 1063.92 13.299	28731 1105.04 13.813	29840 1147.68 14.346	30932 1189.68 14.871	31529 1212.64 15.158	32126 1235.60 15.445	32723 1258.56 15.732	33322 1281.60 16.020	33919 1304.56 16.307
6	26911 1035.04 12.938	28525 1097.12 13.714	29815 1146.72 14.334	31115 1196.72 14.959	32406 1246.40 15.580	33715 1296.72 16.209	34472 1325.84 16.573	35233 1355.12 16.939	35972 1383.52 17.294	36729 1412.64 17.658	37482 1441.60 18.020

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ERIE COUNTY SALARY SCALES
SHERIFF NON-DEPUTIES TEAMSTERS LOCAL 204
29-DEC-2001 - 27-DEC-02

SALARY TABLE/BARG UNIT 11

	0	1	2	3	4	5	A	B	C	D	E
7	28879 1110.72 13.884	30609 1177.28 14.716	32203 1238.56 15.482	33783 1299.36 16.242	35372 1360.48 17.006	36960 1421.52 17.769	37821 1454.64 18.183	38692 1488.16 18.602	39557 1521.44 19.018	40425 1554.80 19.435	41290 1588.08 19.851
8	31009 1192.64 14.908	32870 1264.24 15.803	34730 1335.76 16.697	36591 1407.36 17.592	38436 1478.32 18.479	40283 1549.36 19.367	41234 1585.92 19.824	42182 1622.40 20.280	43135 1659.04 20.738	44088 1695.68 21.196	45040 1732.32 21.654
9	33315 1281.36 16.017	35312 1358.16 16.977	37396 1438.32 17.979	39478 1518.40 18.980	41548 1598.00 19.975	43626 1677.92 20.974	44662 1717.76 21.472	45706 1757.92 21.974	46733 1797.44 22.468	47771 1837.36 22.967	48811 1877.36 23.467
10	35764 1375.52 17.194	37910 1458.08 18.226	40177 1545.28 19.316	42434 1632.08 20.401	44697 1719.12 21.489	46968 1806.48 22.581	48098 1849.92 23.124	49227 1893.36 23.667	50359 1936.88 24.211	51490 1980.40 24.755	52622 2023.92 25.299
11	39520 1520.00 19.000	41893 1611.28 20.141	44333 1705.12 21.314	46800 1800.00 22.500	49234 1893.60 23.670	51682 1987.76 24.847	52913 2035.12 25.439	54134 2082.08 26.026	55357 2129.12 26.614	56582 2176.24 27.203	57809 2223.44 27.793
12	42363 1629.36 20.367	44907 1727.20 21.590	47615 1831.36 22.892	50338 1936.08 24.201	53044 2040.16 25.502	55754 2144.40 26.805	57108 2196.48 27.456	58456 2248.32 28.104	59821 2300.80 28.760	61177 2352.96 29.412	62533 2405.12 30.064

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ERIE COUNTY SALARY SCALES
SHERIFF NON-DEPUTIES TEAMSTERS LOCAL 204
29-DEC-2001 - 27-DEC-02

SALARY TABLE/BARG UNIT 11

	0	1	2	3	4	5	A	B	C	D	E
13	46363 1783.20 22.290	49144 1890.16 23.627	52114 2004.40 25.055	55097 2119.12 26.489	58074 2233.60 27.920	61027 2347.20 29.340	62519 2404.56 30.057	64012 2462.00 30.775	65503 2519.36 31.492	66997 2576.80 32.210	68488 2634.16 32.927
14	51827 1993.36 24.917	54937 2112.96 26.412	58292 2242.00 28.025	61616 2369.84 29.623	64950 2498.08 31.226	68297 2626.80 32.835	69963 2690.88 33.636	71646 2755.60 34.445	73332 2820.48 35.256	75007 2884.88 36.061	76688 2949.52 36.869
15	57547 2213.36 27.667	61000 2346.16 29.327	64723 2489.36 31.117	68449 2632.64 32.908	72180 2776.16 34.702	75916 2919.84 36.498	77773 2991.28 37.391	79635 3062.88 38.286	81507 3134.88 39.186	83373 3206.64 40.083	85236 3278.32 40.979
16	63696 2449.84 30.623	67517 2596.80 32.460	71641 2755.44 34.443	75776 2914.48 36.431	79903 3073.20 38.415	84026 3231.76 40.397	86097 3311.44 41.393	88165 3390.96 42.387	90237 3470.64 43.383	92302 3550.08 44.376	94372 3629.68 45.371
17	69780 2683.84 33.548	73965 2844.80 35.560	78512 3019.68 37.746	83075 3195.20 39.940	87635 3370.56 42.132	92194 3545.92 44.324	94472 3633.52 45.419	96768 3721.84 46.523	99035 3809.04 47.613	101313 3896.64 48.708	103594 3984.40 49.805
18	76130 2928.08 36.601	80698 3103.76 38.797	85688 3295.68 41.196	90678 3487.60 43.595	95655 3679.04 45.988	100655 3871.36 48.392	103143 3967.04 49.588	105639 4063.04 50.788	108150 4159.60 51.995	110646 4255.60 53.195	113146 4351.76 54.397

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ERIE COUNTY SALARY SCALES

SHERIFF NON-DEPUTIES TEAMSTERS LOCAL 204

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SALARY TABLE/BARG UNIT 11

	0	1	2	3	4	5	A	B	C	D	E
19	83108 3196.48 39.956	88092 3388.16 42.352	93546 3597.92 44.974	99000 3807.68 47.596	104451 4017.36 50.217	109901 4226.96 52.837	112636 4332.16 54.152	115355 4436.72 55.459	118086 4541.76 56.772	120815 4646.72 58.084	123546 4751.76 59.397
20	90151 3467.36 43.342	95559 3675.36 45.942	101508 3904.16 48.802	107444 4132.48 51.656	113387 4361.04 54.513	119346 4590.24 57.378	122310 4704.24 58.803	125278 4818.40 60.230	128257 4932.96 61.662	131227 5047.20 63.090	134200 5161.52 64.519
21	97190 3738.08 46.726	103020 3962.32 49.529	109456 4209.84 52.623	115885 4457.12 55.714	122321 4704.64 58.808	128748 4951.84 61.898	131966 5075.60 63.445	135181 5199.28 64.991	138391 5322.72 66.534	141604 5446.32 68.079	144818 5569.92 69.624
22	103707 3988.72 49.859	109930 4228.08 52.851	116790 4491.92 56.149	123644 4755.52 59.444	130495 5019.04 62.738	137349 5282.64 66.033	140772 5414.32 67.679	144204 5546.32 69.329	147636 5678.32 70.979	151068 5810.32 72.629	154500 5942.32 74.279

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ERIE COUNTY SALARY SCALES
SHERIFF - MEDICAL STAFF
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SALARY TABLE/BARG UNIT 13

	0	1	2	3	4	5	A	B	C	D	E
7	31160 1198.48 14.981	33028 1270.32 15.879	34921 1343.12 16.789	36764 1414.00 17.675	38628 1485.68 18.571	40481 1556.96 19.462	41446 1594.08 19.926	42388 1630.32 20.379	43351 1667.36 20.842	44304 1704.00 21.300	45261 1740.80 21.760
8	33577 1291.44 16.143	35591 1368.88 17.111	37638 1447.60 18.095	39622 1523.92 19.049	41621 1600.80 20.010	43624 1677.84 20.973	44658 1717.60 21.470	45679 1756.88 21.961	46715 1796.72 22.459	47740 1836.16 22.952	48770 1875.76 23.447
10	38734 1489.76 18.622	41055 1579.04 19.738	43507 1673.36 20.917	45951 1767.36 22.092	48406 1861.76 23.272	50866 1956.40 24.455	52092 2003.52 25.044	53310 2050.40 25.630	54544 2097.84 26.223	55769 2144.96 26.812	56996 2192.16 27.402
12	45876 1764.48 22.056	48630 1870.40 23.380	51567 1983.36 24.792	54511 2096.56 26.207	57437 2209.12 27.614	60376 2322.16 29.027	61849 2378.80 29.735	63307 2434.88 30.436	64780 2491.52 31.144	66250 2548.08 31.851	67719 2604.56 32.557

APPENDIX D

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ERIE COUNTY SALARY SCALES
SHERIFF DEPUTIES TEAMSTERS LOCAL 204
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SALARY TABLE/BARG UNIT 5

	0	1	2	3	4	5	A	B	C	D	E
5	28082 1080.08 13.501	29765 1144.80 14.310	31002 1192.40 14.905	32215 1239.04 15.488	33446 1286.40 16.080	34674 1333.60 16.670	35339 1359.20 16.990	36015 1385.20 17.315	36693 1411.28 17.641	37369 1437.28 17.966	38043 1463.20 18.290
6	30164 1160.16 14.502	31976 1229.84 15.373	33430 1285.76 16.072	34882 1341.60 16.770	36329 1397.28 17.466	37789 1453.44 18.168	38642 1486.24 18.578	39497 1519.12 18.989	40329 1551.12 19.389	41180 1583.84 19.798	42028 1616.48 20.206
7	35672 1372.00 17.150	37810 1454.24 18.178	39574 1522.08 19.026	41336 1589.84 19.873	43093 1657.44 20.718	44855 1725.20 21.565	45818 1762.24 22.028	46775 1799.04 22.488	47734 1835.92 22.949	48693 1872.80 23.410	49650 1909.60 23.870
8	37889 1457.28 18.216	40315 1550.56 19.382	42372 1629.68 20.371	44441 1709.28 21.366	46494 1788.24 22.353	48549 1867.28 23.341	49602 1907.76 23.847	50648 1948.00 24.350	51709 1988.80 24.860	52757 2029.12 25.364	53812 2069.68 25.871
9	40595 1561.36 19.517	43031 1655.04 20.688	45336 1743.68 21.796	47653 1832.80 22.910	49949 1921.12 24.014	52256 2009.84 25.123	53404 2054.00 25.675	54571 2098.88 26.236	55717 2142.96 26.787	56871 2187.36 27.342	58024 2231.68 27.896
10	43318 1666.08 20.826	45914 1765.92 22.074	48433 1862.80 23.285	50943 1959.36 24.492	53441 2055.44 25.693	55969 2152.64 26.908	57229 2201.12 27.514	58477 2249.12 28.114	59740 2297.68 28.721	60998 2346.08 29.326	62254 2394.40 29.930

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ERIE COUNTY SALARY SCALES
SHERIFF DEPUTIES TEAMSTERS LOCAL 204
28-DEC-2002 - 26-DEC-03

SALARY TABLE/BARG UNIT 5

	0	1	2	3	4	5	A	B	C	D	E
11	47491 1826.56 22.832	50340 1936.16 24.202	53046 2040.24 25.503	55773 2145.12 26.814	58483 2249.36 28.117	61206 2354.08 29.426	62566 2406.40 30.080	63929 2458.80 30.735	65283 2510.88 31.386	66643 2563.20 32.040	68001 2615.44 32.693
12	50642 1947.76 24.347	53683 2064.72 25.809	56690 2180.40 27.255	59711 2296.56 28.707	62706 2411.76 30.147	65711 2527.36 31.592	67228 2585.68 32.321	68723 2643.20 33.040	70231 2701.20 33.765	71739 2759.20 34.490	73247 2817.20 35.215
13	55076 2118.32 26.479	58384 2245.52 28.069	61674 2372.08 29.651	64977 2499.12 31.239	68288 2626.48 32.831	71577 2752.96 34.412	73235 2816.72 35.209	74892 2880.48 36.006	76552 2944.32 36.804	78212 3008.16 37.602	79872 3072.00 38.400
14	61152 2352.00 29.400	64823 2493.20 31.165	68536 2636.00 32.950	72234 2778.24 34.728	75930 2920.40 36.505	79643 3063.20 38.290	81501 3134.64 39.183	83364 3206.32 40.079	85228 3278.00 40.975	87088 3349.52 41.869	88951 3421.20 42.765
15	67490 2595.76 32.447	71542 2751.60 34.395	75675 2910.56 36.382	79814 3069.76 38.372	83951 3228.88 40.361	88105 3388.64 42.358	90168 3468.00 43.350	92233 3547.44 44.343	94307 3627.20 45.340	96381 3706.96 46.337	98448 3786.48 47.331
16	74320 2858.48 35.731	78780 3030.00 37.875	83358 3206.08 40.076	87947 3382.56 42.282	92533 3558.96 44.487	97103 3734.72 46.684	99407 3823.36 47.792	101702 3911.60 48.895	104002 4000.08 50.001	106303 4088.56 51.107	108601 4176.96 52.212

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ERIE COUNTY SALARY SCALES

SHERIFF DEPUTIES TEAMSTERS LOCAL 204

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SALARY TABLE/BARG UNIT 5

	0	1	2	3	4	5	A	B	C	D	E
	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
17	81068	85933	90988	96059	101115	106178	108709	111251	113768	116303	118832
	3118.00	3305.12	3499.52	3694.56	3889.04	4083.76	4181.12	4278.88	4375.68	4473.20	4570.48
	38.975	41.314	43.744	46.182	48.613	51.047	52.264	53.486	54.696	55.915	57.131

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ERIE COUNTY SALARY SCALES
SHERIFF NON-DEPUTIES TEAMSTERS LOCAL 204
28-DEC-2002 - 26-DEC-03

SALARY TABLE/BARG UNIT 11

	0	1	2	3	4	5	A	B	C	D	E
1	22175 852.88 10.661	23506 904.08 11.301	24386 937.92 11.724	25272 972.00 12.150	26166 1006.40 12.580	27036 1039.84 12.998	27483 1057.04 13.213	27922 1073.92 13.424	28363 1090.88 13.636	28800 1107.68 13.846	29243 1124.72 14.059
2	22605 869.44 10.868	23962 921.60 11.520	24887 957.20 11.965	25802 992.40 12.405	26722 1027.76 12.847	27627 1062.56 13.282	28086 1080.24 13.503	28567 1098.72 13.734	29008 1115.68 13.946	29467 1133.36 14.167	29929 1151.12 14.389
3	23442 901.60 11.270	24848 955.68 11.946	25813 992.80 12.410	26792 1030.48 12.881	27749 1067.28 13.341	28725 1104.80 13.810	29201 1123.12 14.039	29700 1142.32 14.279	30177 1160.64 14.508	30657 1179.12 14.739	31140 1197.68 14.971
4	24448 940.32 11.754	25915 996.72 12.459	26946 1036.40 12.955	27961 1075.44 13.443	29004 1115.52 13.944	30044 1155.52 14.444	30553 1175.12 14.689	31063 1194.72 14.934	31581 1214.64 15.183	32092 1234.32 15.429	32606 1254.08 15.676
5	25863 994.72 12.434	27416 1054.48 13.181	28560 1098.48 13.731	29665 1140.96 14.262	30809 1184.96 14.812	31936 1228.32 15.354	32554 1252.08 15.651	33170 1275.76 15.947	33785 1299.44 16.243	34405 1323.28 16.541	35021 1346.96 16.837
6	27785 1068.64 13.358	29453 1132.80 14.160	30784 1184.00 14.800	32126 1235.60 15.445	33459 1286.88 16.086	34811 1338.88 16.736	35593 1368.96 17.112	36379 1399.20 17.490	37140 1428.48 17.856	37923 1458.56 18.232	38700 1488.48 18.606

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ERIE COUNTY SALARY SCALES

SHERIFF NON-DEPUTIES TEAMSTERS LOCAL 204

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SALARY TABLE/BARG UNIT 11

	0	1	2	3	4	5	A	B	C	D	E
7	29817 1146.80 14.335	31604 1215.52 15.194	33249 1278.80 15.985	34882 1341.60 16.770	36523 1404.72 17.559	38160 1467.68 18.346	39050 1501.92 18.774	39951 1536.56 19.207	40843 1570.88 19.636	41739 1605.36 20.067	42632 1639.68 20.496
8	32017 1231.44 15.393	33939 1305.36 16.317	35859 1379.20 17.240	37781 1453.12 18.164	39686 1526.40 19.080	41592 1599.68 19.996	42573 1637.44 20.468	43553 1675.12 20.939	44537 1712.96 21.412	45521 1750.80 21.885	46505 1788.64 22.358
9	34399 1323.04 16.538	36460 1402.32 17.529	38611 1485.04 18.563	40762 1567.76 19.597	42898 1649.92 20.624	45044 1732.48 21.656	46114 1773.60 22.170	47191 1815.04 22.688	48252 1855.84 23.198	49323 1897.04 23.713	50398 1938.40 24.230
10	36926 1420.24 17.753	39141 1505.44 18.818	41484 1595.52 19.944	43813 1685.12 21.064	46149 1774.96 22.187	48495 1865.20 23.315	49662 1910.08 23.876	50827 1954.88 24.436	51996 1999.84 24.998	53165 2044.80 25.560	54332 2089.68 26.121
11	40805 1569.44 19.618	43256 1663.68 20.796	45775 1760.56 22.007	48320 1858.48 23.231	50833 1955.12 24.439	53362 2052.40 25.655	54633 2101.28 26.266	55894 2149.76 26.872	57156 2198.32 27.479	58421 2246.96 28.087	59688 2295.68 28.696
12	43740 1682.32 21.029	46367 1783.36 22.292	49163 1890.88 23.636	51975 1999.04 24.988	54768 2106.48 26.331	57566 2214.08 27.676	58964 2267.84 28.348	60355 2321.36 29.017	61766 2375.60 29.695	63165 2429.44 30.368	64565 2483.28 31.041

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ERIE COUNTY SALARY SCALES
SHERIFF NON-DEPUTIES TEAMSTERS LOCAL 204
28-DEC-2002 - 26-DEC-03

SALARY TABLE/BARG UNIT 11

	0	1	2	3	4	5	A	B	C	D	E
13	47869 1841.12 23.014	50742 1951.60 24.395	53808 2069.52 25.869	56888 2188.00 27.350	59960 2306.16 28.827	63012 2423.52 30.294	64551 2482.72 31.034	66092 2542.00 31.775	67631 2601.20 32.515	69175 2660.56 33.257	70714 2719.76 33.997
14	53512 2058.16 25.727	56722 2181.60 27.270	60187 2314.88 28.936	63619 2446.88 30.586	67061 2579.28 32.241	70516 2712.16 33.902	72236 2778.32 34.729	73973 2845.12 35.564	75716 2912.16 36.402	77445 2978.64 37.233	79179 3045.36 38.067
15	59417 2285.28 28.566	62982 2422.40 30.280	66826 2570.24 32.128	70674 2718.24 33.978	74526 2866.40 35.830	78383 3014.72 37.684	80300 3088.48 38.606	82222 3162.40 39.530	84157 3236.80 40.460	86083 3310.88 41.386	88007 3384.88 42.311
16	65765 2529.44 31.618	69711 2681.20 33.515	73969 2844.96 35.562	78239 3009.20 37.615	82499 3173.04 39.663	86757 3336.80 41.710	88895 3419.04 42.738	91031 3501.20 43.765	93169 3583.44 44.793	95301 3665.44 45.818	97440 3747.68 46.846
17	72047 2771.04 34.638	76369 2937.28 36.716	81064 3117.84 38.973	85775 3299.04 41.238	90482 3480.08 43.501	95191 3661.20 45.765	97542 3751.60 46.895	99913 3842.80 48.035	102253 3932.80 49.160	104605 4023.28 50.291	106962 4113.92 51.424
18	78605 3023.28 37.791	83321 3204.64 40.058	88473 3402.80 42.535	93625 3600.96 45.012	98765 3798.64 47.483	103927 3997.20 49.965	106496 4096.00 51.200	109073 4195.12 52.439	111665 4294.80 53.685	114242 4393.92 54.924	116823 4493.20 56.165

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ERIE COUNTY SALARY SCALES
SHERIFF NON-DEPUTIES TEAMSTERS LOCAL 204
28-DEC-2002 - 26-DEC-03

SALARY TABLE/BARG UNIT 11

	0	1	2	3	4	5	A	B	C	D	E
19	85810	90954	96587	102217	107846	113472	116297	119103	121923	124742	127560
	3300.40	3498.24	3714.88	3931.44	4147.92	4364.32	4472.96	4580.88	4689.36	4797.76	4906.16
	41.255	43.728	46.436	49.143	51.849	54.554	55.912	57.261	58.617	59.972	61.327
20	93082	98665	104807	110937	117073	123225	126285	129349	132425	135491	138561
	3580.08	3794.80	4031.04	4266.80	4502.80	4739.44	4857.12	4974.96	5093.28	5211.20	5329.28
	44.751	47.435	50.388	53.335	56.285	59.243	60.714	62.187	63.666	65.140	66.616
21	100350	106369	113013	119652	126296	132933	136255	139574	142888	146207	149525
	3859.60	4091.12	4346.64	4602.00	4857.52	5112.80	5240.56	5368.24	5495.68	5623.36	5750.96
	48.245	51.139	54.333	57.525	60.719	63.910	65.507	67.103	68.696	70.292	71.887
22	107076	113504	120586	127662	134736	141812	145348	148891	152435	155977	159521
	4118.32	4365.52	4637.92	4910.08	5182.16	5454.32	5590.32	5726.56	5862.88	5999.12	6135.44
	51.479	54.569	57.974	61.376	64.777	68.179	69.879	71.582	73.286	74.989	76.693

DATE :13-JUN-2001
TIME :09:06:13

12-MONTH SALARY SCALE

PAGE: 1 of: 1
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ERIE COUNTY SALARY SCALES
SHERIFF - MEDICAL STAFF
28-DEC-2002 - 26-DEC-03

SALARY TABLE/BARG UNIT 13

	0	1	2	3	4	5	A	B	C	D	E
7	32173 1237.44 15.468	34102 1311.60 16.395	36057 1386.80 17.335	37958 1459.92 18.249	39884 1534.00 19.175	41798 1607.60 20.095	42794 1645.92 20.574	43765 1683.28 21.041	44760 1721.52 21.519	45743 1759.36 21.992	46731 1797.36 22.467
8	34669 1333.44 16.668	36747 1413.36 17.667	38861 1494.64 18.683	40909 1573.44 19.668	42973 1652.80 20.660	45042 1732.40 21.655	46109 1773.44 22.168	47164 1814.00 22.675	48233 1855.12 23.189	49292 1895.84 23.698	50355 1936.72 24.209
10	39992 1538.16 19.227	42388 1630.32 20.379	44922 1727.76 21.597	47445 1824.80 22.810	49978 1922.24 24.028	52520 2020.00 25.250	53785 2068.64 25.858	55043 2117.04 26.463	56316 2166.00 27.075	57581 2214.64 27.683	58849 2263.44 28.293
12	47368 1821.84 22.773	50211 1931.20 24.140	53244 2047.84 25.598	56283 2164.72 27.059	59303 2280.88 28.511	62338 2397.60 29.970	63858 2456.08 30.701	65364 2514.00 31.425	66884 2572.48 32.156	68403 2630.88 32.886	69919 2689.20 33.615